



HM Prison &
Probation Service

Framework for Anglican Prison Chaplaincy 2021-27

HM Prison and Probation Service
with the Church of England
and the Church in Wales

May 2023

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Contents

Contents	1
Glossary	3
Foreword	4
Aim	5
Overview of Chaplaincy and Faith Services within HMPPS	6
Overview of Anglican Prison Chaplaincy within HMPPS	8
Theological Rationale for Anglican Prison Chaplaincy	9
Setting the Direction for Anglican Prison Chaplaincy	11
Priorities	12
Conclusion	15
Contact	15

Glossary of Terms

Anglican Advisor to HM Prison and Probation Service (HMPPS):

has responsibility for the provision and delivery of Anglican Prison Chaplaincy within HMPPS.

Anglican Chaplaincy Development Group:

provides support to the Anglican Advisor to HMPPS.

Band 5:

the HMPPS grade held by Chaplains.

Band 7:

the HMPPS grade held by Managing Chaplains.

Chaplain General / Head of Chaplaincy and Faith Services:

has responsibility for the day to day running of Chaplaincy and Faith Services within HMPPS.

CTC:

Counter Terrorist Check.

DBS:

Disclosure and Barring Service.

HMIP:

Her Majesty's Inspectorate of Prisons.

IME2:

Initial Ministerial Training 2.

PSI:

Prison Service Instruction.

Foreword

The position of Anglican Prison Chaplain is enshrined in law, according to the Prison Act 1952 in that every prison should, by statute, have one. However the role, and specifically its function within a multi-faith team, has evolved dramatically since then.

Today's Anglican Prison Chaplain is at the forefront of on-the-ground delivery of faith-based interventions and pastoral care, integrated into the life of the whole prison community, and responding to the needs of both prisoners and staff. They lead worship, teach about the Bible, and administer the sacraments. They deliver critical care to prisoners in crisis, support individuals through loss and bereavement (whether present or historic) and lend a listening ear to those who are struggling. They speak of repentance, forgiveness and hope. They are called – called to a ministry that can sit at the hard edge of life. They are compassionate – journeying alongside those who are broken, hurting and lost. They are courageous – encouraging people to find a new and different path.

The values of Anglican Prison Chaplaincy reflect those of HMPPS as an Agency within the wider Ministry of Justice, as a constant reminder of the difference Anglican Prison Chaplains make to the lives of those in their care, and in keeping people (prisoners and the public) safe. They seek to uphold the principles of decency and humanity, encouraging those they work with and among to be the best they can be, and doing so as part of multi-faith/belief and wider teams. The Framework for Anglican Prison Chaplaincy seeks to act as a reminder that the work that Anglican Prison Chaplains do matters and serves as a signpost for how this can be done in a way that innovates, is based on shared learning, is collaborative and one that relentlessly pursues ideas to improve the services constantly and consistently delivered.

I am delighted to be able to introduce this Framework and to commend it to you. I'm grateful to the Rev'd Canon Helen Dearnley, Anglican Adviser to HMPPS and the team supporting her for the tremendous amount of work which has gone into its preparation. If you have questions or comments about the Framework, please address them to Helen whose contact details are at the end of the document.

The Framework, whose delivery has been extended due to the COVID-19 pandemic, is based on research into the role and its demands, and crucially looks strategically at recruitment, how we retain our Anglican Prison Chaplains, and how we can best support them as they re-integrate into more traditional ministries within the Church. It sets the direction of travel for Anglican Prison Chaplaincy, contextualising this very important ministry within the aims and objectives of HMPPS and communicating this with the Church of England and the Church in Wales.

The Venerable James Ridge, Chaplain General and Head Faith Services

Aim

This Framework is intended to improve understanding of the nature and purpose of the work of Anglican Prison Chaplains both within HMPPS and within the Church of England and the Church in Wales. It communicates the importance of having Anglican Prison Chaplains and outlines how the role of Anglican Prison Chaplain contributes to the delivery of HMPPS, as well as to the missional context of the Church of England and the Church in Wales. It is theological in its formulation and practical in the outcomes it seeks to deliver.

A strategic approach is vital to ensure we grow and develop Anglican Prison Chaplains who are called, compassionate and courageous, who flourish, who understand the contribution of their ministry to and within the organisation and who feel supported in the work they do.

This Framework aims to address the challenges being faced by Anglican Prison Chaplains, setting out a way forward to ensure they are effectively resourced and supported; that there are clear pathways for those considering a vocation to Anglican Prison Chaplaincy - for HMPPS and for the Church of England and the Church in Wales - and that meaningful support is offered to those who are leaving the ministry.

Research undertaken by the Anglican Advisor to HMPPS¹ highlighted the large numbers of Anglican Prison Chaplains who will reach retirement age in the next ten years, and the resulting need for a strategic approach to recruitment. It also demonstrated the need for investment in Anglican Prison Chaplains, and the need to help those leaving HMPPS. The Framework identifies three priorities: Recruit, Retain, Reintegrate. It is underpinned by three Delivery Plans which outline the delivery mechanisms for each priority and supported by supplementary detailed guidance where appropriate.

The next four years will allow sufficient time for practical delivery mechanisms to be put in place. A review will then take place to gather feedback from Anglican Prison Chaplains. The Framework has been developed as a strategic response to research and a needs analysis that has previously been conducted into Anglican Prison Chaplaincy and the evidence base gathered during the lifetime of the Framework will inform the direction that future research will take.

¹ Dearnley, H., (2019), An Exploration of the Motivations, Role and Challenges of Anglican Prison Chaplains Post 2012, MSt Thesis Criminology (Penology and Management) Cambridge University.

Overview of Chaplaincy and Faith Services within HMPPS

HMPPS is an executive agency of the Ministry of Justice. It is responsible for prisons, probation and youth custody services in England and Wales. The HMPPS Two Year Strategy sets out how we will achieve the organisations vision of ‘working together to protect the public and help people lead law-abiding and positive lives’. We are committed to strengthening delivery in all prison services through our business principles:

- enabling our people to be their best by recruiting and training the right people in our unique settings;
- modernising our technology to make tasks easier and improving the conditions in which our people live and work;
- transforming through partnerships, both internally and externally, to help us meet the social and personal needs of staff and people in our care; and
- embedding an open learning culture, with appropriate training and evidence to make better decisions about the services we deliver.

HMPPS Chaplaincy and Faith Services has a key role to play in delivery by supporting staff and people in in prison to find hope and meaning in order to re-integrate successfully into the community, reduce reoffending and protect the public.

Prisoners have the right to register and practise their faith/belief while in custody. HMPPS Chaplaincy and Faith Services is committed to serving the needs of prisoners, staff and religious/belief traditions by engaging all human experience, working collaboratively, and respecting the integrity of each tradition and discipline.

We believe that faith/belief and the search for meaning directs and inspires life and are committed to providing sacred spaces and dedicated teams to deepen and enrich human experience.

By celebrating the goodness of life and exploring the human condition we aim to cultivate in each individual a responsibility for contributing to the common good. We will contribute to the care of prisoners to enable them to lead law-abiding and useful lives in custody and after release.

HMPPS Chaplaincy and Faith Services aims to:

- support and advise HMPPS in the delivery of faith/belief and pastoral care to prisoners and to provide a faith/belief perspective and input to other matters/policies including offering a specialist faith perspective into the extremism agenda;
- provide professional oversight and support delivery of Prison Service Instruction (PSI) compliant and inclusive Chaplaincy in each prison; and

- support engagement with the Faith Partnership Framework which ensures that faith and belief is a key component of the resettlement agenda promoted through the Probation Service in their conversations with individuals before and after release.

Chaplaincy and Faith Services provides Chaplains for all prisons in England and Wales in partnership with faith/belief communities supported by a network of faith and belief advisers. Chaplaincy and Faith Services is led by the Chaplain General who is Archdeacon to HM Prisons and who has responsibility for ensuring that the needs of all faith/belief traditions are met. The responsibilities of the Chaplain General and his multi-faith/belief headquarters team includes giving advice to [government] ministers and officials about policy decisions with a religious or belief dimension.

Chaplaincy and Faith Services also develops operational guidance on the practice of faith and belief in prison through a network of faith and belief advisers who ensure that all Chaplains are appropriately endorsed. The team regularly visits every prison to provide assurance that Chaplaincy Services are being delivered to a high standard in accordance with PSIs and the expectations of Her Majesty's Inspectorate of Prisons (HMIP).

Chaplains are recruited, trained, deployed and supported in their work of providing for the religious needs of all those in prison. They are to provide opportunities for worship, formation and instruction and offer a pastoral ministry to all in times of both crisis and joy. Chaplains are also involved in enabling the observance of all HMPPS recognised faith traditions as part of multi-faith teams. Their ministry is always available to staff.

Overview of Anglican Prison Chaplaincy within HMPPS

HMPPS seeks to work together to protect the public and help people lead law-abiding and positive lives. Anglican Prison Chaplaincy directly seeks to contribute to this through its work with and alongside prisoners during their time in custody, bringing hope, a sense of identity and belonging, and helping the individual to address issues such as forgiveness – all within a context of celebrating faith and belief and pastoral care. As an individual looks towards release, Anglican Prison Chaplains will also assist in identifying potential positive community links and will assist in helping them to prepare practically, mentally and spiritually.

To enable Anglican Prison Chaplains to be their best, Anglican Prison Chaplaincy, through delivery of this Framework, will seek to provide opportunities for up-skilling, training and spiritual refreshment, as well as the development of local networks. It will seek to recruit new Chaplains who are inclusive and who thrive in working in the custodial environment and in the unique context afforded of a multi-faith/belief team. It will also seek to ensure over time that every establishment has an Anglican Prison Chaplain, in order that those prisoners registered as Church of England or Church in Wales can receive the spiritual and pastoral care that they deserve.

Delivery of the Framework for Anglican Prison Chaplaincy will create a collegiality amongst Anglican Prison Chaplains and will promote an open and learning culture in which they can all share – including a sharing of resources, knowledge and experience. This will also be applied to ensure that there are placement and learning opportunities for those who may be discerning a call to Anglican Prison Chaplaincy.

All this work is and will be achieved through working together in partnership – that of HMPPS and Church of England and Church in Wales, and that of multi-disciplinary and establishment-wide team working in situ, to provide the best outcomes possible for Anglican Prison Chaplains and for those in our care.

Theological Rationale for Anglican Prison Chaplaincy

Anglican Prison Chaplains are employed by HMPPS but are authorised and licensed by the Church of England or the Church in Wales to minister in the custodial context. While their role responds to the strategic vision and objectives of HMPPS, there is also a theological rationale that underpins their ministry, which this next section seeks to highlight. That rationale is missional, is aligned to the direction of travel of the wider Christian church and of the Church of England and the Church in Wales and is set out in the ordinal. Above all else, it is biblical in nature.

The 'Five Marks of Mission' have been developed by the Anglican Consultative Council and are widely accepted across the breadth of the Church of England and Church in Wales. They implore the church to 'proclaim the good news of the kingdom; teach, baptise and nurture new believers; and respond to human need by loving service'.²

Anglican Prison Chaplaincy exists, then, to 'form and nurture Christians who are capable of proclaiming and living out the gospel in their daily lives, engaging confidently and faithfully with the complex challenges of today and becoming an effective presence for Christ in their communities'.³

In so doing, Anglican Prison Chaplains seek to 'engage in Christian service by serving human need, breaking down barriers between people, [and] seeking justice and peace'.⁴ This latter is further elaborated upon in the Church of England Ordinal, whereby Priests are called upon to 'feed and provide for [God's] family, to search for his children in the wilderness of this world's temptations, to guide them through its confusions that they may be saved through Christ for ever. Formed by the word [Priests] are to call their hearers to repentance and to declare in Christ's name the absolution and forgiveness of their sins'.⁵

Biblically speaking, Jesus gives a clear mandate to 'Go therefore and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit and teaching them to obey everything that I [Jesus] have commanded you'.⁶

Anglican Prison Chaplaincy therefore seeks to create worshipping and faithful communities of disciples, who are brought to faith, nurtured and who are signposted to welcoming churches on release, that their journey of faith may be further fostered.

² Richards, A. and The Mission Theology Advisory Group. (2017). The Five Marks of Mission – The Church of England. p.3.

³ Archbishops' Council: Lay Leadership Group. (2017). Setting God's People Free.

⁴ What is the World Council of Churches? Available at: <https://www.oikoumene.org/en/about-us> [Accessed 13th July 2019].

⁵ The Ordination of Priests, also called Presbyters, Common Worship Ordination Services. Available at: <https://www.churchofengland.org/prayer-and-worship/worship-texts-and-resources/common-worship/ministry/common-worship-ordination-services#mm013> [Accessed 13th July 2019]. Also in: The Charge taken from the Church in Wales Ordinal, 2004.

⁶ Matthew 28.19-20, New Revised Standard Version Bible: Anglicized Edition, copyright © 1989, 1995 National Council of the Churches of Christ in the United States of America. Used by permission. All rights reserved worldwide.

In this way, Anglican Prison Chaplains are seen to be an *incarnational* presence⁷, whereby they get alongside those in their care, relationally, getting to know the individual and their story and witnessing to their Christian faith in word and sacrament, but also in action and in the way they that model relationships with others, including those of different faiths and beliefs.

It can also be said that Anglican Prison Chaplains have a *prophetic* presence⁸, within HMPPS. This underpins the call to 'seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation'.⁹ Anglican Prison Chaplains have the privilege of working at the coalface, alongside frontline staff, yet having a presence also at Governor level. This gives them the responsibility of being a voice for the voiceless, gently challenging the institution if needed and speaking on behalf of management where appropriate. Equally, Anglican Prison Chaplains promote justice, peace and reconciliation between prisoners and between prisoners and their broken familial relationships.¹⁰

Anglican Prison Chaplains are pain-bearers, wounded companions who share in the journey of those they serve, iconic presences in their own right and also in the way that they form a bridge between the Church and the prison community and friendly irritants. They are leaders, witnesses who point to Christ and faith coaches.¹¹

Underpinning all of this is a personal commitment to prayer and intercession and a strong personal relationship with Christ, without whose power and strength¹² it would not be possible to do such a widely rewarding, yet daunting and peculiarly demanding ministry. Anglican Prison Chaplains are called to a unique setting, to minister to people of all faiths, beliefs and none, at their point of need: 'meeting people where they are, seeing in them the face of Christ and responding with compassion to their needs'.¹³

⁷ Williams, R.C. (2018). A Theology for Chaplaincy – Singing Songs in a Strange Land. Cambridge: Grove Booklets. p.17.

⁸ Williams, R.C. (2018). A Theology for Chaplaincy – Singing Songs in a Strange Land. Cambridge: Grove Booklets. p.16.

⁹ Richards, A. and The Mission Theology Advisory Group. (2017). The Five Marks of Mission – The Church of England. p.3.

¹⁰ As invited to do according to the Prophet Micah 6.8, NRSV.

¹¹ Pritchard, J. (2007). The Life and Work of a Priest. London: SPCK.

¹² Trustees for Methodist Church Purposes. (1999). The Methodist Worship Book – The Covenant Service. Peterborough: Methodist Publishing. p.288.

¹³ Williams, R.C. (2018). A Theology for Chaplaincy – Singing Songs in a Strange Land. Cambridge: Grove Booklets. p.5.

Setting the Direction for Anglican Prison Chaplaincy

This Framework highlights the actions and responsibilities required to ensure effective Anglican ministry in HMPPS.

This Framework is based on targeted research which has highlighted key challenges within the medium to long term future. This Framework seeks to address this. Research¹⁴ shows that within the next 10 years there will be an acute recruitment need within Anglican Prison Chaplaincy as the median age of an Anglican Prison Chaplain is 55-60. There are also areas where there are significant challenges in fulfilling vacancies. Such prisons have been without an Anglican Prison Chaplain for a substantial period.

Of those Anglican Chaplains currently in HMPPS, it has been shown that their average length of tenure in a prison is around five years and that their average length of service is 11 years. These are encouraging statistics, however, the research also highlighted that there was a sense of isolation by Anglican Prison Chaplains from their Dioceses the longer they remained in Prison Chaplaincy. This isolation clearly affects the identity and ministry of some Anglican Prison Chaplains. As a body therefore, Anglican Prison Chaplaincy recognises that links between individual prisons and their Diocese need strengthening and the Framework will seek to address this.

The same research highlighted that Anglican Prison Chaplains who reported wanting to leave Prison Chaplaincy to pursue parish ministry struggled with the transition between prison and parish. As a body, Anglican Prison Chaplaincy is seeking to comprehensively tackle the issues surrounding the recruitment and retention of Anglican Prison Chaplains and to outline mechanisms to support the reintegration of Anglican Prison Chaplains into the parochial setting where appropriate.

Anglican Prison Chaplaincy wishes to be a resource to HMPPS and the Church of England and Church in Wales. To that end this Framework includes three key sections exploring what is required to support the recruitment, retention and reintegration of Anglican Prison Chaplains. This will be supported by a series of policy guidance for core Anglican Prison Chaplaincy activity. In addition, a series of annexes provide definitive practical advice.

Prayerfully and pastorally serving the prisoners and staff in their care must be at the forefront of everything that Anglican Prison Chaplains do. Prisoners are a unique congregation, each bringing brokenness, each seeking hope. It is important that to whichever prison a prisoner is sent they should find a consistency of community, approach and care.

It is also the wish of Anglican Prison Chaplaincy that prisoners should be supported by Anglican Prison Chaplains in finding a welcoming and nurturing faith community on release. This document, then, draws together the theological and HMPPS contexts in which Anglican Prison Chaplains operate.

¹⁴ Dearnley, H., (2019), An Exploration of the Motivations, Role and Challenges of Anglican Prison Chaplains Post 2012, MSt Thesis Criminology (Penology and Management) Cambridge University.

Priorities

Recruit

HMPPS is facing a shortage in Anglican Prison Chaplains, in part due to the exceptionally high forecast retirement rate (standing at potentially 70% in the five years from 2019¹⁵). Equally, the disparity between remuneration packages for those in the parochial setting, and those working for HMPPS, particularly housing options, pose a significant challenge.

It is important for we aim to recruit the highest calibre of candidate, so our Chaplains best represent the community.

Our recruitment processes are necessarily in-depth and rigorous. They include endorsement by the Church, an agreed HMPPS structured application, sifting and interview process, and strict security checks, including the requirement for counter terrorist checks. Safeguarding is equally of primary importance and measures to ensure that recruited Chaplains are sufficiently and robustly trained. Details of the recruitment processes are found in the annexed 'Recruit' Delivery Plan. This outlines the eligibility criteria used, and an overview of the expected recruitment process. Additional Guidance Notes include briefings for Church representatives who are included on the recruitment panel.

The General Synod of the Church of England has recently (2019) agreed that curacies (initial Church of England post-theological training post) can now take place in a primarily non-parochial environment. A Guidance Note for the delivery of such training is now available.

Regular communication between the Anglican Advisor to HMPPS and senior Church of England/Church in Wales officials regarding the level of recruitment need, and related challenges, will be maintained. Relationships with each of the theological training colleges in England and Wales will be developed.

¹⁵ Dearnley, H., (2019), An Exploration of the Motivations, Role and Challenges of Anglican Prison Chaplains Post 2012, MSt Thesis Criminology (Penology and Management) Cambridge University.

Retain

The Anglican Prison Chaplaincy aims to create a collegiality among Anglican Prison Chaplains, whereby Chaplains are supported from the centre and by one another in their shared endeavours. Anglican Prison Chaplaincy also wishes to speak into the culture of the locality, encouraging and enabling Anglican Prison Chaplains to be the teachers and pastors that they are called to be. It is recognised that although commonly shaped, the outworking of this culture will be different according to the local context.

It is vital this culture be shaped and communicated widely and creatively throughout the network of Anglican Prison Chaplains. Detail on the shape and structure of the development, growth and outworking of this culture is outlined in the Delivery Plan for Retention but will incorporate existing Church and HMPPS models. This is to include existing generic training by Chaplaincy and Faith Services and the Church MDR (Ministerial Development Review) process. Other Anglican specific training opportunities, such as regional meetings and conference will also be considered.

Anglican Prison Chaplaincy aims to develop an open, learning culture among its Chaplains, whereby time is taken to listen to the challenges faced by Anglican Prison Chaplains as they undertake their role, to develop ways in which we can respond to those challenges in a way that both draws on the wisdom and experience of those in post and encourages individuals to grow and flourish in their ministries, thereby increasing motivation and improving retention.

Staff retention will be shaped and supported by the HMPPS Leadership Code as we seek to develop Chaplains who are personally aware and who wish to develop their professional knowledge; who communicate and collaborate well and are compassion-oriented; and who inspire, innovate and demonstrate ministry with complete integrity.

Further detail is available in the Delivery Plan: Retain.

The Anglican Advisor to HMPPS has the overall responsibility for ensuring the long-term implementation of this culture, supported by those in the Anglican Prison Chaplaincy Development Group.

Reintegrate

Anglican Prison Chaplaincy is aware that, while a privilege to serve in this setting, the ministry is not without cost. It is also concerned that, wherever possible, it wishes to facilitate a good ending to encourage a good beginning as the individual moves on to the next phase in their ministerial journey.

To enable this, every endeavour will be made to ensure a safe and compassionate transition from HMPPS to future ministry opportunities. Every effort will be made to link with the Diocesan Bishops and wider Diocesan structures throughout an Anglican Prison Chaplain's ministry. As the time of ministry within HMPPS comes to an end, Anglican Prison Chaplaincy will work with all parties to bring about as smooth a transition as possible.

The 'Reintegrate' Delivery Plan outlines the range of measures that will be employed both for the individual but means by which HMPPS can collect data and comment so that Anglican Prison Chaplaincy can continually strive to better support and resource those who remain. It is hoped that themes will emerge which will help to identify what works, and that through listening to the diverse experiences of those who have served, Anglican Prison Chaplaincy will be able to build on the ideas contained within this Framework and its Delivery Plans to improve outcomes for prisoners and to better the service it provides to HMPPS.

Conclusion

Key to understanding the success of this Framework will be the regular monitoring of interactions with the Church of England and Church in Wales. This will be mirrored within the prison environment by reviewing the accountability of Anglican prison chaplaincy in its support of chaplains. This will be achieved by effective recruitment, empowering chaplains in their roles and supporting chaplains as they integrate into other ministries.

In summary Anglican Prison Chaplaincy looks forward to effect real change in the following key ways:

- bringing together Church and HMPPS in all matters to do with Anglican Prison Chaplaincy, thereby transforming partnerships and the work of Anglican Prison Chaplains;
- ensuring Anglican Prison Chaplains can be their best through creating a supportive, resourced and enabled journey during their time in HMPPS;
- creating a culture of collegiality and care among Anglican Prison Chaplains;
- nurturing Anglican Prison Chaplains who are *Called, Compassionate and Courageous*; and
- assisting Anglican Prison Chaplains to transition from HMPPS back to the parochial (or other) setting.

In all of this, Anglican Prison Chaplaincy commits to praying for all Anglican Prison Chaplains, for prisoners and staff ministered to and for the Church in whose name we all serve - in God's strength and in his alone.

Contact

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