

University of Warwick

Chaplaincy Reference Group: Terms of Reference

The Chaplaincy Reference Group provides a space for debate; reflection and accountability for the University of Warwick's Chaplaincy. Its advice is to be taken seriously, with its recommendations clearly and carefully considered by the Chaplaincy Team and Director of People Group.

The Reference Group has the following purposes:

- to enable a flourishing and welcoming environment at the University of Warwick for people of all faiths and none to explore and grow in faith and access the support of Chaplains;
- to provide a space for theological discussion that will inform practice within the Chaplaincy;
- to ensure the values and needs of a multi-faith chaplaincy are reflected in the policies and practices of the Chaplaincy Team;
- to connect University policy and strategy with Chaplaincy purpose;
- to monitor and comment on policies and practices of the University, ensuring they allow for religious freedom, expression, and encourage engagement and respect between people of all faiths and none;
- to act as an arbitrator in the event of any problem or difficulty within the life of the Chaplaincy; and
- to act as an advocate to the University on behalf of the Chaplains when need arises.

The Reference Group's role is strategic and advisory, providing space for reflection and debate. In light of its purposes, membership of the Reference Group can be a little fluid, depending on topics to be discussed but it has a core membership of:

- Vice-Chancellor's Nominee: Chair
- Director of People Group
- Director of Wellbeing
- Chaplains
- Academics with a faith interest – co-opted on by the group: up to 3 members from the University and up to 2 from outside of the University. Initial term of 1 year with an option to extend by a further 2 years by mutual agreement.

The Reference Group is supported by the Chaplaincy Coordinator who acts as Secretary to the Group.

Priorities for the year and topics for discussion will be agreed in advance by the Chaplaincy Reference Group and dates set for the year once these priorities have been identified. The group is expected to meet at least twice a year and no more than 3 times a year.

Year one priorities are:

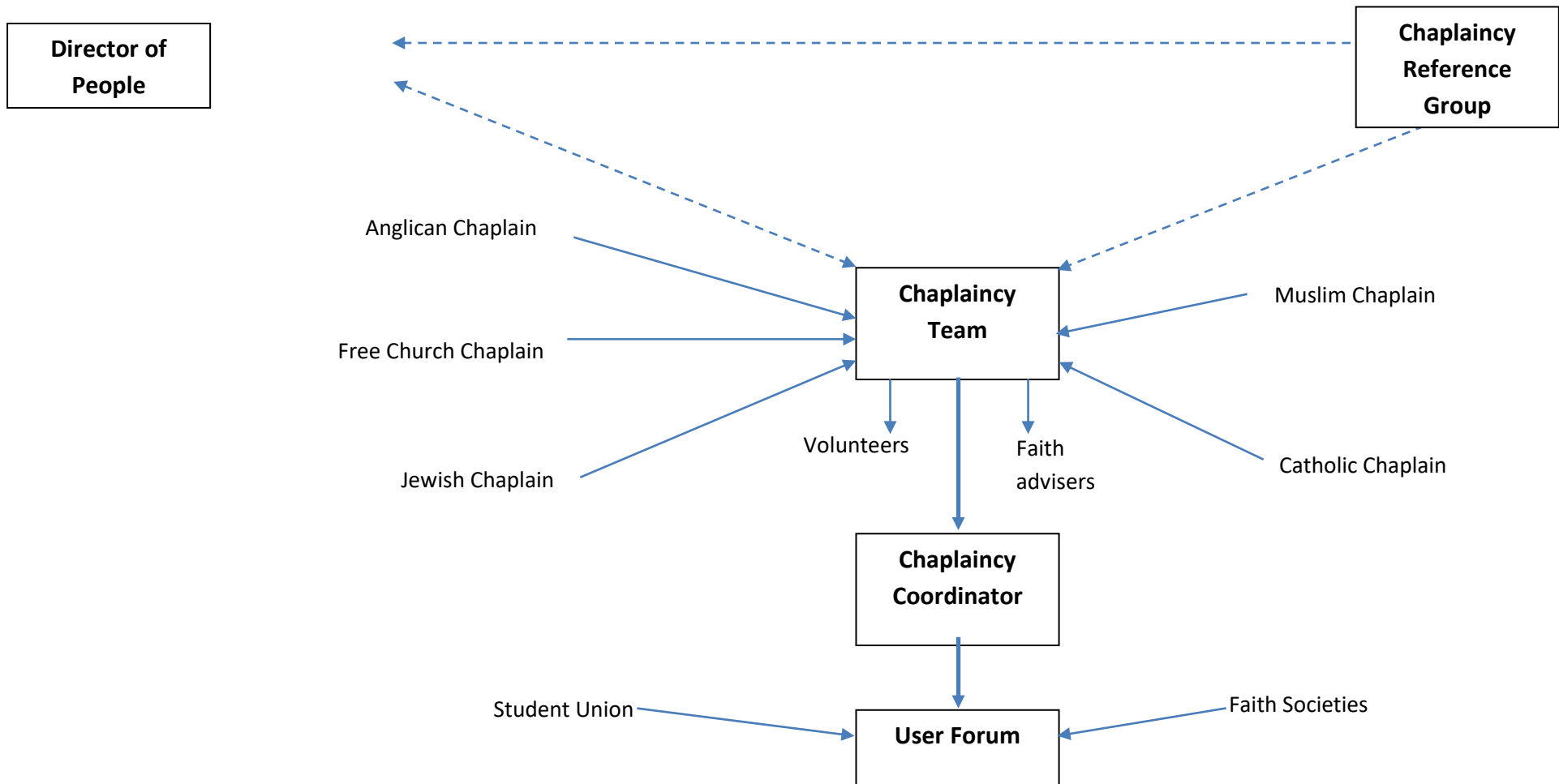
- Advising on a Multi-faith Agreement for the Chaplaincy which will set out how Chaplains are appointed and a procedure for recognising faith advisers and volunteers within its structures.
- Reviewing Policies and Procedures of the Chaplaincy, ensuring they are fit for purpose
- Overseeing a research project within the University to understand where religion and belief are explicitly referenced in the academy at Warwick, in order to ascertain internal expertise.

Appendices

- **Chaplaincy Reference Group Setting in University Structure**
- **Chaplaincy Internal Decision Making Structure**

DRAFT: KEP February 2019

Appendix 1: Chaplaincy Reference Group Setting in University Structure



Appendix 2: Chaplaincy Internal Decision Making Structure

Does the decision:

