

Candidate Information Pack

Parish Nurse

United Benefice of Lingfield and Dormansland

16 hours per week · Dormansland and community settings



Linked with Parish Nursing Ministries UK

Dear Candidate,

Thank you for your interest in the post of Parish Nurse at the United Benefice of Lingfield and Dormansland. I am delighted that you are considering whether this might be the right calling for you, and I hope this pack gives you a real sense of who we are, what we are trying to do, and why this role matters so much to us.

This is something we have wanted to do for a long time. As a rural benefice serving two close-knit villages, we are acutely aware that there are people around us — some known to us, many not — who are navigating health challenges, caring for loved ones, or simply unsure where to turn. We believe the church has a unique calling to be present at those moments, and parish nursing is one of the most powerful ways we know to respond.

What we are looking for is not simply a skilled nurse — though clinical excellence matters greatly. We are looking for someone who understands, at the deepest level, that care for the whole person cannot be separated from care for the spirit. Someone who can sit with a person in their vulnerability and see them as God sees them: fully known and fully loved.

This will be our first Parish Nurse, and that brings both the joy of building something new and the challenge of establishing a service from scratch within a community. You will have considerable freedom to shape the role, and you will be well supported — by me, by our churchwardens and PCC, by your spiritual supervisor, and by the national network of Parish Nursing Ministries UK.

Lingfield and Dormansland are wonderful communities. They are generous, rooted, and genuinely neighbourly in the way that the best English villages are. I think you will find them a remarkable place to serve.

Please do read this pack carefully, and if you have any questions at all — about the role, the community, or what life here might look like — I would genuinely welcome a conversation before you apply. My contact details are at the end of this document.

I look forward to hearing from you.

Yours sincerely,

Reverend Ian Whitley

Incumbent, United Benefice of Lingfield and Dormansland

e.mail: vicar.ubld@outlook.com

Phone: 07961 382293

Our churches

The United Benefice of Lingfield and Dormansland is a Church of England benefice in the Diocese of Southwark, serving two neighbouring villages in the far south-east corner of Surrey, close to the borders of East Sussex and Kent.

The benefice comprises two parish churches:

- St Peter and St Paul, Lingfield — a magnificent medieval church at the heart of the village, with a history stretching back to the fourteenth century and a Grade I listed building of exceptional architectural significance.
- St John's Church, Dormansland — a Victorian church built in 1882, which will serve as the primary base for the Parish Nurse and the surrounding community.

Our communities

Lingfield and Dormansland sit side by side in the Weald of Surrey, separated by no more than a mile of countryside. Together they form a distinct and deeply rooted rural community, with a combined population of approximately 9,000 people.

Lingfield is the larger of the two settlements, centred on its ancient village square and racecourse. It has a primary school, medical practice, library, and a range of independent shops, pubs and community facilities.

Dormansland is a quieter, more distinctly residential village, characterised by its Victorian and Edwardian housing, leafy lanes, and strong sense of neighbourhood. It has a primary school, a post office/village store, a village hall, and 3 pubs.

Both villages have a strong sense of local identity, a well-established pattern of community life and attract a mix of long-established residents and newer arrivals, many of whom commute to London. The demographic profile skews somewhat older than the national average, with a significant retired and semi-retired population alongside young families. This creates a particular context for parish nursing: older residents who may be isolated, managing long-term conditions, or navigating care services; and younger families who are time-poor and often unsure where to turn for health guidance.

Our vision for parish nursing

We believe parish nursing belongs at the heart of the church's mission to its community. Our vision is of a Parish Nurse who is genuinely woven into the life of both villages — known, trusted, and sought out — and who embodies the integration of health and faith that lies at the core of this ministry.

We want to offer something that the NHS cannot: unhurried, relational, holistic care that sees the whole person. And we want to offer it to everyone — not just those who come to church.

What is parish nursing?

Parish nursing is a model of community health ministry that originated in the United States in the 1980s, developed by Revd Dr Granger Westberg, a Lutheran pastor and hospital chaplain. It rests on the conviction that health and faith are inseparable — and that the local church is uniquely placed to offer holistic care to the people in its community.

A Parish Nurse is a registered nurse who works from within a faith community, offering health advice, education, advocacy, and spiritual care. The role is distinctive in several important ways:

- It is holistic: parish nursing attends to the physical, emotional, psychological and spiritual dimensions of health as an integrated whole.
- It is relational: the Parish Nurse builds long-term trusted relationships, often with people who are isolated or reluctant to access conventional healthcare.
- It is community-rooted: operating from within the life of a local church and community, not from behind a desk or clinic screen.
- It is health advice and guidance, not hands-on clinical treatment. The Parish Nurse does not administer medication, change dressings, give injections, or provide other clinical procedures. This distinction is important and is clearly communicated to the community.
- It is open to all: parish nursing is offered to the whole community, regardless of faith background, belief, or connection to the church.

Parish nursing has grown substantially in the United Kingdom since its introduction in the early 2000s. There are now over 100 parish nurses working across the UK, in both urban and rural settings, within a wide range of denominations.

Parish Nursing Ministries UK (PNMUK)

This post is linked with Parish Nursing Ministries UK (PNMUK), the national body that supports, trains and develops parish nurses across England, Wales, Scotland and Ireland.

PNMUK provides:

- The Parish Nurse Accreditation programme — a structured training pathway for qualified nurses entering parish nursing ministry
- A national Community of Practice — regular gatherings of parish nurses for peer support, professional supervision and continuing development
- Regional Nurse Coordinators — experienced parish nurses who provide mentoring and support to individual nurses and their employing churches
- Resources, publications and training materials for parish nurses and their churches
- National advocacy for the parish nursing model within health, faith and community sectors

The successful candidate will be expected to undertake, or already hold, the PNMUK Parish Nurse Accreditation. They will have access to PNMUK's national network and will attend a regional Community of Practice for peer support and supervision.

Further information about PNMUK

Parish Nursing Ministries UK

Website: www.parnursing.org.uk

PNMUK can supply a copy of their information leaflet for prospective Parish Nurses on request.

We encourage all candidates to familiarise themselves with the PNMUK model and Accreditation Standards before interview.

Job title	Parish Nurse
Hours	16 hours per week
Salary	Starting salary £18/hr - £14,976/annum (£37,440 FTE) AFC band 6 (entry point)
Annual leave	12 days (6 weeks FTE)
Responsible to	Incumbent (Revd Ian Whitley)
Professionally accountable to	Nursing and Midwifery Council (NMC)
Spiritual supervisor	To be agreed on appointment
Linked with	Parish Nursing Ministries UK (PNMUK)
DBS	Enhanced DBS with adults' and children's barred list check required
Base location	St John's Church, Dormansland and community settings as required

About the role

Parish nursing is a distinctive and rewarding vocation that sits at the heart of the church's mission to its community. As Parish Nurse at the United Benefice of Lingfield and Dormansland, you will provide holistic health care that integrates spiritual, physical, psychological, emotional and social wellbeing — serving individuals across the local community regardless of faith position, as well as supporting the congregation.

Working as an autonomous practitioner, you will build trusted relationships with people at some of the most vulnerable points in their lives, providing health advice, education and advocacy, and connecting them with the right services and support. This is a role for a registered nurse who is deeply motivated by both their professional vocation and their Christian faith.

An important distinction

This role provides health advice, education, support and signposting.

It does not include hands-on clinical treatment such as changing dressings, administering injections, taking blood or carrying out other clinical procedures.

This distinction is clearly communicated to the community and is integral to the parish nursing model.

Main duties and responsibilities

Holistic health support

- Provide holistic assessments of individuals' health and wellbeing needs, integrating faith and health throughout
- Offer health advice, support and spiritual care, working collaboratively with individuals
- Deliver, or facilitate the delivery of, planned health support in church and community settings
- Develop screening and health promotion opportunities for the congregation and wider community
- Ensure all activities and advice are evidence-based and informed by current best practice

Health education

- Assess health education priorities by monitoring the health needs of the local community
- Provide health education to individuals and groups, empowering people to manage their health
- Develop and deliver educational activities exploring the relationship between faith, values and health
- Create relevant health education materials and displays for the congregation and public

Health advocacy and referrals

- Support individuals in navigating and accessing health and social care services
- Initiate and support referrals to GPs, district nurses, NHS services, social services and voluntary agencies
- Work in partnership with health, social care, faith and voluntary sector services
- Attend relevant local health and social care professional meetings

Support groups

- Assess needs and develop appropriate support groups in response
- Source and manage resources to enhance the quality and impact of support groups
- Signpost to, and liaise with, relevant external support groups and community organisations

Integration of faith and health

- Integrate faith and health sensitively, promoting understanding of the relationship between the two
- Pray with or for clients when requested and appropriate, or refer them to a faith group of their choosing
- Facilitate home communion by the Parish Priest or Pastoral Visiting Team where needed

Safeguarding

- Promote and uphold the safeguarding of children, young people and adults at risk in all activities
- Adhere to the Benefice safeguarding policy and all relevant statutory requirements
- Maintain current Enhanced DBS registration and report any safeguarding concerns without delay
- Complete safeguarding training at the level required for this role and keep this up to date

Professional practice and governance

- Maintain current NMC registration and practise in accordance with the NMC Code at all times
- Work only within your own scope of knowledge and competence
- Maintain accurate, systematic and timely records in line with NMC record-keeping guidance
- Maintain confidentiality and adhere to data protection legislation and church policies
- Follow the church's lone worker policy when working in one-to-one or home visit settings
- Manage parish nursing resources, including any budget, in line with professional standards

Personal and professional development

- Maintain up-to-date knowledge and skills, undertaking continuing professional development
- Maintain the Parish Nurse Accreditation Standards, reviewing annually with PNMUK coordinator
- Attend regular supervision meetings with your line manager and participate in annual review
- Attend a PNMUK Community of Practice for peer support and professional supervision
- Ensure your own spiritual care needs are met through regular spiritual supervision

Shortlisting and selection will be based on the criteria below. Please ensure your application addresses each essential criterion.

Qualifications and registration

Criterion	Essential	Desirable
Registered Nurse (RN) on the NMC register	✓	
Relevant post-registration qualification or equivalent experience (e.g. community nursing, primary care)	✓	
Degree-level education in nursing or a related field		✓
Parish Nurse Accreditation (PNMUK) or willingness to work towards it	✓	

Experience

Criterion	Essential	Desirable
Post-registration nursing experience in a community or primary care setting	✓	
Experience of working autonomously and managing a caseload independently	✓	
Experience of health education delivery to individuals and/or groups	✓	
Experience of multi-agency working with health, social care and voluntary sector	✓	
Experience in a faith-based or parish nursing setting		✓
Experience facilitating or running support groups		✓

Skills and knowledge

Criterion	Essential	Desirable
Excellent interpersonal and communication skills	✓	
Ability to carry out holistic health assessments and plan care accordingly	✓	
Sound knowledge of safeguarding legislation and procedures	✓	
Understanding of NMC Code and professional accountability	✓	
Ability to maintain accurate records and adhere to data protection requirements	✓	
Knowledge of local health, social care and voluntary sector services		✓

Personal attributes

Criterion	Essential	Desirable
Commitment to the Christian faith and the mission of the church	✓	
Empathy, compassion and sensitivity in working with vulnerable individuals	✓	
Self-motivated and able to work effectively as a lone practitioner	✓	
Commitment to reflective practice, ongoing learning and spiritual supervision	✓	
Ability to maintain professional boundaries and confidentiality	✓	

Other requirements

Criterion	Essential	Desirable
Enhanced DBS clearance (adults' and children's barred list)	✓	
Current driving licence and access to a vehicle (for home visits)	✓	
Willingness to work flexibly to meet the needs of the role	✓	

Genuine Occupational Requirement

Commitment to the Christian faith is listed as an essential criterion for this post.

This is a lawful Genuine Occupational Requirement (GOR) under the Equality Act 2010, Schedule 9.

Candidates will be asked about their faith commitment at application and interview.

Support and supervision

We are deeply committed to supporting our Parish Nurse well. You will not be left to work in isolation. There will be line management and spiritual support from our clergy team Rev Ian Whitley and Rev Annie Kurk and the support of the PNMUK Regional Nurse Coordinator for professional mentoring.

You will also have access to the PNMUK national Community of Practice — a network of parish nurses across the UK who meet regularly for peer support, reflection and professional supervision. Many parish nurses find this network one of the most sustaining aspects of the role.

Spiritual life

We recognise that parish nursing is a ministry, not merely a job, and that it makes real demands on the inner life. We will support you in finding and maintaining regular spiritual supervision — an arrangement distinct from professional supervision, focused specifically on the spiritual dimensions of the work and your own faith journey.

We warmly encourage the Parish Nurse to participate in the life of the Benefice, while recognising that the role itself is the primary expression of that participation.

Practical matters

Working pattern	16 hours per week, worked flexibly across the week by agreement. Some evening or weekend work may be required for community events.
Base	St John's Church, Dormansland, with outreach into community settings across both villages and home visits as appropriate.
Equipment	A laptop and mobile phone will be provided. A secure filing system for client records will be arranged.
Expenses	Travel expenses for home visits and outreach work will be reimbursed in line with Benefice policy.
Probationary period	6 months
Notice period	To be confirmed in contract

Key dates

Closing date for applications is 30th September 2026

Interviews will be held in mid-October 2026

We aim to notify all candidates of the outcome of shortlisting within five working days of the closing date.

How to submit your application

Please send the following to the address below:

- A covering letter (maximum two sides of A4) addressing each of the essential criteria in the person specification
- A current curriculum vitae
- The names and contact details of two referees — at least one must be a professional referee (most recent nursing employer or line manager). Please also include a faith character referee if possible.
- Please indicate clearly whether you give permission for references to be taken up before interview.

Applications should be sent by email to Rev Ian Whitley.

Email address: vicar.ubld@outlook.com

Please put "Parish Nurse Application" in the subject line of your email.

Your covering letter

Your covering letter is the most important part of your application. The interview panel will be looking for evidence that you meet the essential criteria — please address each one explicitly.

We would particularly welcome your reflections on:

- What draws you to parish nursing as a vocation, and to this post specifically
- How your faith integrates with your professional nursing practice
- Your experience of community or primary care nursing and autonomous working
- How you would approach establishing yourself as a trusted figure in a new community
- Any experience of health education, advocacy, or working with vulnerable individuals

The selection process

Shortlisting will take place against the person specification. All essential criteria will be assessed. We will notify all candidates of the outcome of shortlisting.

Interviews will be held at St John's Church, Dormansland. Candidates invited to interview will be given time to look around the church and, if possible, to see something of the local community.

Safeguarding commitment

The United Benefice of Lingfield and Dormansland is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults, adhering to the Diocesan safeguarding policy, "A Safer Church".

We expect all staff and volunteers to share this commitment.

This post is subject to an Enhanced DBS check with adults' and children's barred list check.

The Church of England takes safeguarding extremely seriously. Our approach is set out in the national policy "Safeguarding and Promoting the Welfare of Children and Vulnerable Adults" and in the Diocese of Southwark's safeguarding policy.

The Parish Nurse will be required to:

- Hold a current Enhanced DBS clearance with adults' and children's barred list check before commencing in post
- Complete safeguarding training at the level required for this role (Basic, Foundation, and Raising Awareness of Domestic Abuse) and keep this current
- Adhere to the Diocesan "A Safer Church" safeguarding policy and all relevant statutory safeguarding requirements
- Report any safeguarding concerns promptly through the appropriate channels
- Maintain appropriate professional boundaries in all client relationships
- Follow the lone worker policy when undertaking home visits or one-to-one meetings outside church premises

If you have any concerns about how your personal history might be relevant to this role, please contact Revd Ian Whitley for a confidential conversation before applying. A criminal record does not automatically disqualify a candidate, and we assess each case on its individual merits.

We genuinely welcome enquiries from prospective candidates before you decide whether to apply. If you would like an informal conversation about the role, the community, or what parish nursing looks like in practice, please do get in touch.

For all enquiries	Reverend Ian Whitley Incumbent, United Benefice of Lingfield and Dormansland Email: vicar.ubld@outlook.com Tel: 07961 382293
Church address	St John's Church, Dormansland Dormansland, Lingfield, Surrey RH7 6PU
PNMUK information	www.parishnursing.org.uk

“Care for the whole of you.”

United Benefice of Lingfield and Dormansland · Parish Nursing Ministries UK affiliated · 2025

This post is subject to an Enhanced DBS check · Genuine Occupational Requirement applies · Committed to safeguarding