



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.

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 Cathedral Institute** – 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.

Main Terms of Employment – Sales Assistant

Applicants must have the right to work in the UK.

Salary	£14.80 per hour or £16,162 per annum (£26,936 FTE), rising with training and experience over three years
Hours of Work	Your normal working hours are 21 hours per week. The contract is based on an Annualised Hours system and hours of work are as set out in the Annualised Hours Rota. The shifts of varying lengths are generally rostered within 8.30am to 5.15pm Monday to Saturday and 11am to 5pm on Sundays. Days rostered may be any day of the week, including Bank Holidays. An unpaid lunch break of one hour is provided and rest days will vary according to the rota. A full-time contract is for 1,826.3 hours per year, which represents an average 35 hours per week over the year. This part-time role is for 1,096 hours per year, which represents an average 21 hours per week over the year.
Contract Type	Permanent

Holiday	33 days per annum inclusive of statutory holidays (FTE)
Pension	The minimum employer contribution is 6% with the employee contributing 2% of pensionable salary. The maximum employer contribution is 7.5% with the employee contributing 3.5% of pensionable salary.
Life Assurance	A Life Assurance policy is in operation, equivalent to four times basic salary.
EAP	An Employee Assistance Programme is available for all employees.
References & Health Questionnaire	Appointment is subject to at least two satisfactory written references, coming from your current/most recent employers, and a pre-employment health questionnaire.
	A minimum referencing period of the past two years is required. This means it may be necessary to provide more than two referees.
Probationary period	3 months

The closing date for applications is Thursday 12th February 2026 at 11:59pm.

Interviews will take place on Tuesday 24th February 2026.