



Youth and Children Enabler South East Northumberland



Youth and Children Enabler

We seek people who know and love God and who can bring their gifts and talents to this exciting opportunity in South East Northumberland. Thanks to generous funding from the Lord Crewe's Charity, we are able to build a small team comprising a **Youth and Children's Mission Coordinator** and two **Youth and Children Enablers** to work with younger people in South East Northumberland. The Youth and Children's Mission Coordinator (started September 2023) and one Youth and Children Enabler (started August 2023) have been recruited and this recruitment is for a second full-time Youth and Children Enabler.



Together, the team will work across the parishes of Ashington Holy Sepulchre, Seaton Hirst, Cresswell & Lynemouth and Woodhorn with Newbiggin to build up the profile of youth and children's work. The parish communities have a passion for seeing young people reach their full potential and feel deeply that the bedrock of them reaching their full potential is with Christ at the centre.

The area boasts five Church of England primary schools, one Church of England secondary, two community primary schools, a community secondary school and a further education college. The Church of England secondary has a sixth form and is on the same site as Castle school, a centre for specialist provision for children and young people with severe or profound and multiple learning difficulties. The Youth and Children Enabler will work in and support both faith and community schools, developing projects that share Christian values in a way that is appropriate for the needs and context of each school. Some young people in the area have complex needs and the Youth and Children Enablers will need to have an empathy and understanding of the nature of young people experiencing challenges. A key requirement for each Youth and Children Enabler is the ability to demonstrate to young people: (i) reliability; (ii) inner resilience; (iii) strength and positivity.

About the Diocese of Newcastle

The Diocese of Newcastle is the Church of England's most northerly diocese. Formed in 1882 the Diocese covered an area almost equivalent to the then County of Northumberland. With **169** parishes across **2,110** square miles the Diocese now covers the local authorities of Northumberland, Newcastle, North Tyneside and also small parts of County Durham and Cumbria. The **12** deaneries within **2** archdeaconries serve a population of **831,600** people across a variety of communities ranging from sparse rural to large inner-city areas of deprivation. For more information please visit: www.newcastle.anglican.org

Introduction

The diocesan vision is to transform the communities we serve by our witness to Christ's love in word and action. Our vision is the result of a deep desire and need to turn outwards to God's world and grow younger and more diverse. Our commitment to be a Church turning outwards in mission and ministry, and younger and more diverse is characterised by: **SEEKING** through being Open to God's transforming love; **SHARING** through being Generous with God's transforming gifts; **SENDING** through being Engaged in God's transforming work in the world.

About the Beyond Youth project

WHAT IS BEYOND YOUTH?

Beyond Youth is a project in the Church of England Diocese of Newcastle and the parishes of Ashington, Cresswell and Lynemouth, Seaton Hirst, and Woodhorn with Newbiggin. Our role is to support the parish churches of South East Northumberland to develop and grow their work with children and young people.

Beyond Youth staff are managed by the Children and Youth team for the Diocese and work in partnership with the clergy and parochial church councils (PCC) of the above-named parishes.

Our Vision

We want to create opportunities for children and young people to experience life to its fullest, explore the Christian faith, and encounter God for themselves. We do this by:

- Seeking
 - God in South East Northumberland and joining in
 - life in all its fullness for and with children and young people
- Sharing
 - God's love beyond the church's walls
 - good news in meaningful and understandable ways
- Sending
 - volunteers of all ages to join in with the mission of God
 - young people to make a difference in their world

Our Values

Our values inform every part of how we work and all Beyond Youth team members, including volunteers, are expected to embody these as they walk alongside children and young people. These are:

Love All of our relationships are rooted in love for God, each other, our neighbours and our communities. We don't expect to all be the same all the time, but we do seek out the treasure in each other and the places we work.

Welcome We want anybody who encounters Beyond Youth activities or team members to know that they are truly welcome as they are (to "Be You"). We want to make sure people can access our activities regardless of ability, and engage safely and fully whoever they are.

Community Children and young people are important, not just for who they will become, but for who they are. As we welcome them, we have the opportunity to learn new things from them just as much as they can learn from us. We are committed to being a multi-generational community where everyone grows together.

Creativity When new communities gather, new things happen. We want to respond to an ever-changing world and make sure that the activities we run and the spaces we create are ones that are creatively established and promote yet more creativity.

Our Methods

We work towards our vision through a variety of activities. First and foremost, and then at every stage, the focus is on the young people in front of us. The activities we run and the methods we use should all be shaped by the needs and personalities of the young people with whom we are walking.

Some of the activities we run will be in schools, such as leading collective worship, running after school or lunch clubs, being a pastoral presence at lunch or break times, or taking part in trips and lessons with the school.

Others will be out in public places, mostly through detached youth work. In detached youth work we spend time in young people's spaces (parks, football pitches, benches, bus stops) with games, refreshments and a listening ear. At other times we may run pop up activities in these places.

Other activities will be in centres. These may be church buildings or community buildings, and will take one of a few forms. They may be forms of worshipping communities focused on children and young people, or drop in clubs for whoever wants to come, or activities structured around particular groups of young people.

Finally, we may spend time outside of the area on trips and residential. Taking young people away provides plenty of opportunity to deepen relationships, try new things, and explore faith and life with a different perspective.

Overview

Employment

- The successful candidate will be employed by the Newcastle Diocesan Board of Finance.
- The Youth and Children Enabler post is full-time, with a working week of 37.5 hours. This might be negotiated for the right applicant.
- The post will run for two years, finishing at the end of September 2026 and is subject to a 6-month probationary period. This may be extended subject to funding.

Accountability and key relationships

- The Youth and Children Enabler will be line managed by the Youth and Children's Coordinator.
- Key relationships include: Children and Youth Lead, Youth Adviser, Diocesan Safeguarding Adviser, Mission and Ministry Team members, clergy and laity across Morpeth Deanery.
- The Youth and Children Enabler will be part of a wider mission team within the Ashington area.

Location

- The post will be based at Grace Darling C of E Primary, NE64 6RT where office accommodation will be provided. The Youth and Children Enabler will work across the four parishes of:
 - Ashington Holy Sepulchre,
 - Seaton Hirst,
 - Cresswell and Lynemouth
 - Woodhorn with Newbiggin.

Accountable to the Youth and Children's Mission Coordinator the Youth and Children enabler will:

- Work alongside the four parishes to support current children and youth groups.
- Develop relationships with the four parishes and schools to expand the youth and children's provision in the area.
- Work together with the Diocesan Children and Youth Team and parishes to develop new strands of work.
- Have a good knowledge of safeguarding practice and the safer recruitment processes.
- Complete all safeguarding learning requirements identified for the post.
- Need a confident knowledge of developing new worship opportunities that fit the community needs.
- Take up opportunities for professional development.
- Develop good working relationships with church communities to develop new teams of volunteers.
- Have a good understanding of the need to work contextually for the area.
- Develop new creative ways to engage with children young people and their families while building authentic relationships to enable them to experience faith for themselves.
- Bring children and young people to Baptism and Confirmation.
- Support and evaluate project aims alongside the team.
- Attend regular meetings with the team and local parishes where necessary.

Key responsibilities

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| Opportunities & areas of work | <ul style="list-style-type: none">• Set up new expressions of Christian community – either building on existing activity through baptism connections or by identifying opportunities to create new initiatives (e.g. midweek service in school, expression of Christian community in another part of the parish, Messy Church).• Work with the team to build meaningful connections with all the schools in the area, with regular collective worships/assemblies/lessons and clubs.• Support schools or community groups to visit churches for services, lessons or celebrations.• Provide youth/children opportunities to engage with church through appropriate pathways.• Work with the team to support and resource the parishes in their engagement with children and young people.• Work with existing congregations to build and strengthen volunteer base.• Work alongside community hubs/groups where there is potential for the development of new forms of Christian community.• Build avenues to connect with young people through detached youth work.• Develop a strategic approach for contact where there has previously been minimal input has, e.g. college or high school (lay chaplaincy for young people, youth alpha, Christian union, young leaders' courses). |
| Build relationships with key stakeholders and partners | <ul style="list-style-type: none">• Build and maintain excellent working relationships with clergy, lay leaders, school staff and others involved in the provision of services for children and families.• Work with the local churches and leadership teams to seek new strategies to share the Gospel with young people.• Support and resource volunteer leaders to work with and build teams. |

Training

- Work with Diocesan Children and Youth Team and Director of Mission and Ministry to look at potential training and development opportunities for church members.
- Undertake professional development that support and enhances own skills

Key Criteria

| | Essential Criteria | Desirable Criteria |
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| Qualifications & Training | <ul style="list-style-type: none"> • Level 3 or above qualification relevant to youth and children’s work, or equivalent relevant experience | <ul style="list-style-type: none"> • Theological training or development |
| Experience | <ul style="list-style-type: none"> • Proven experience of working with children and families and of nurturing their discipleship and growth in faith. • Previous experience of supporting & resourcing teams of volunteers. • Experience of working with community organisations. | <ul style="list-style-type: none"> • Experience of delivering groups and activities that build connections to church for children, young people + families. • Previous experience of working in marginalised communities. • Previous experience of working in or alongside schools |
| Knowledge & Skills | <ul style="list-style-type: none"> • Working knowledge of safeguarding policies and practice. | <ul style="list-style-type: none"> • Knowledge or experience of sports/dance or other activity-based ministry • Leading or developing worship groups • Mental health awareness/MHFA/ Youth & Children’s -MHFA |

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| Personal | | <ul style="list-style-type: none"> • First Aider • Basic food hygiene • Courses + training relevant to youth + children's work • Awareness of current trends in work with children and families in a Church context. |
| | <ul style="list-style-type: none"> • A lively personal faith and a mature spirituality • Caring and pastoral strengths • Self-motivated, able to work with minimum supervision. • A passion for sharing the Good News with young people. | |

Key Criteria

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| General | <ul style="list-style-type: none"> • A high level of interpersonal skills, able to demonstrate self-awareness and emotional intelligence. • Able to exercise sound judgement and make decisions & discerning outcomes • Commitment to personal and professional development. • Ability to demonstrate enthusiasm and resilience. • Understanding of the need of confidentiality, reliability and integrity. • Ability to work with a wide range of people. • Strong communication skills Good organisation and time management. • Good IT skills | |
| | <ul style="list-style-type: none"> • Willingness and commitment to work some evenings and weekends. • Ability to work flexible hours. • Access to transport around the locality | <ul style="list-style-type: none"> • Driving licence |

General Conditions

Diversity

We understand the benefits of employing individuals from a range of backgrounds, with diverse cultures and talents. We aim to create a workforce that:

- values difference in others and respects the dignity and worth of each individual;
- reflects the diversity of the nation that the Church of England exists to serve;
- fosters a climate of creativity, tolerance and diversity that will help all staff to develop to their full potential.

We are committed to being an equal opportunities employer and ensuring that all employees, job applicants, customers and other persons with whom we deal are treated fairly and are not subjected to discrimination. We want to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity. We expect all of our employees to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

Standards of Behaviour and Conduct

Employees are expected to act at all times with due consideration for others and in a manner befitting their position as employees of the Church and as professionals, whatever their job.

Health and Safety Responsibilities

The Newcastle Diocesan Board of Finance takes Health and Safety at work very seriously and require their employees to familiarise themselves with, and follow, their policy.

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| Salary | <p>The post is Salary Grade 6</p> <p>The salary for each post during the probationary period is £25,325 pa. The salary on completion of the probationary period is £26,658 pa.</p> |
| Pension Contributions | <p>Employees will be automatically enrolled into the Church Workers Pension Fund (CWPF) Pension Builder Classic Scheme. The Newcastle Diocesan Board of Finance contributes 10% of pensionable salary as an employer contribution to the Scheme. This is a non-contributory Scheme and staff may voluntarily contribute to the Scheme if they wish to do so.</p> <p>Employees have a right to opt out of the Scheme after enrolment.</p> |
| Hours of Duty | <p>The Youth and Children Enabler post is offered as a full-time post.</p> <p>The post may require availability and attendance at evening and weekend meetings and events. Regular personal retreat days are expected and planned within the team. Overtime is not paid but time off in lieu is provided. Lunch and any other breaks are unpaid.</p> |
| Annual Leave | <p>The leave year runs from 1st January to 31st December. Full-time staff receive 25 days paid leave per leave year exclusive of 8 public holidays and 4 additional holidays approved by the Board.</p> |
| Occupational Requirement | <p>An Occupational Requirement exists for each post holder to be an active communicant member of the Church of England or of a Church in full communion with the Church of England in accordance with the Equality Act 2010.</p> |
| Contract | <p>The employer is the Newcastle Diocesan Board of Finance. The appointment is subject to a satisfactory outcome of an enhanced DBS disclosure with child barring.</p> <p>The post is subject to a six-month probationary period.</p> |

Application and Selection Process

- Closing date for receipt of applications: 17 November 2024
- Use [this link](#) to apply through Pathways.
- The interviews will be held on: Monday 25th November or Tuesday 26th, 9am-12pm.