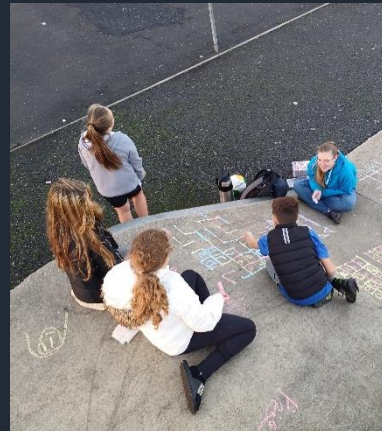




# Youth and Children Enabler South East Northumberland



# Introduction

## 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.

# 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 Children and Youth Team

The Children and Youth Team is a small, dedicated team reporting to the Director of Mission and Ministry. The Team helps to connect and support churches across the diocese to:

- become a church of missionary disciples where all God's people are free to live the Christian life, wherever we spend our time Sunday to Saturday;
- be a church where mixed ecology is the norm, where every person in England has access to an enriching and compelling community of faith by adding new churches and new forms of Church to our parishes, cathedrals, schools and chaplaincies; and
- be a church that is younger and more diverse

The strength of this team is the varied experience and skill built up over many years of working with children, youth and churches. The Team has a wide overview of the national vision and is part of the conversations to impact culture change moving forward. The Team encourages church communities to embody the vision of growing younger and more diverse and supports churches to see their potential while understanding the uniqueness of their own place in community. All young people should have a place where they can explore faith, know Jesus for themselves and ask questions within a safe environment. The Diocese of Newcastle wants all church communities to embrace young people not as their future congregation but their congregations of today, to reach out with boldness and seek to share the gospel creatively with young people.

The Team is involved with many exciting projects across the diocese including MINE, The Roost, ReNew, Ignite Alnwick, Pioneering, and more. The Team very much see the Youth and Children Enablers linking up with others for training, support, professional development and prayer days. Building a network of high-quality youth and children's work across the region.

The Team will offer practical support and involvement to the Youth and Children Enablers, including liaising with and introducing the new Coordinator and the Enablers to churches and communities around the area. The Team will help to share good practice and give time to the induction process and offer training and resourcing if needed to upskill or refresh while exploring new opportunities that support the work. The Team will be responsible for providing regular supervisions at various levels to support the Coordinator and Enablers in their new roles.

# 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 Mission 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, Newbiggin-by-the-Sea 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 and 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

### Opportunities & areas of work

- 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 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**

- 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
Qualifications & Training	<ul style="list-style-type: none"> <li>• Level 3 or above qualification relevant to youth and children's work.</li> </ul>	<ul style="list-style-type: none"> <li>• Theological training or development</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Proven experience of working with children and families and of nurturing their discipleship and growth in faith.</li> <li>• Previous experience of supporting &amp; resourcing teams of volunteers.</li> <li>• Experience of working in and with schools and community organisations.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of delivering youth, children's family groups for mission and outreach.</li> <li>• Previous experience of working in hard to reach communities.</li> <li>• Previous experience of working in or alongside schools</li> </ul>
Knowledge & Skills	<ul style="list-style-type: none"> <li>• Working knowledge of safeguarding policies and practice.</li> <li>• Awareness of current trends in work with children and families in a Church context.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge or experience of sports/dance or other activity-based ministry</li> <li>• Leading or developing worship groups</li> <li>• Mental health awareness/MHFA/ Youth &amp; Children's -MHFA</li> <li>• First Aider</li> <li>• Basic food hygiene</li> </ul>

<b>Personal</b>	<ul style="list-style-type: none"> <li>• A lively personal faith and a mature spirituality.</li> <li>• Caring and pastoral strengths</li> <li>• Self-motivated, able to work with minimum supervision.</li> <li>• A passion for sharing the Gospel with young</li> </ul>	
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## Key Criteria

	<p>people.</p> <ul style="list-style-type: none"> <li>• A high level of interpersonal skills, able to demonstrate self-awareness and emotional intelligence.</li> <li>• Able to exercise sound judgement and make decisions &amp; discerning outcomes</li> <li>• Commitment to personal and professional development.</li> <li>• Ability to demonstrate enthusiasm and resilience.</li> <li>• Understanding of the need of confidentiality, reliability and integrity.</li> <li>• Ability to work with a wide range of people.</li> <li>• Strong communication skills Good organisation and time management.</li> <li>• Good social media and IT skills</li> </ul>	
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## General

- Willingness and commitment to work some evenings and weekends.
- Ability to work flexible hours.
- Access to transport around the locality
- 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.

<b>Salary</b>	<p>The post is Salary Grade 6</p> <p>The salary for each post during the probationary period is £25,234 pa. The salary on completion of the probationary period is £26,658 pa.</p>
<b>Pension Contributions</b>	<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>
<b>Hours of Duty</b>	<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. Overtime is not paid but time off in lieu is provided. Lunch and any other breaks are unpaid.</p>
<b>Annual Leave</b>	<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>
<b>Occupational Requirement</b>	<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>
<b>Contract</b>	<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: Friday 13<sup>th</sup> September 2024
- Use this link to apply through Pathways: [Apply here](#)
- The interviews will be held on: Monday 23<sup>rd</sup> and Tuesday 24<sup>th</sup> September 2024

 Seeking  Sharing  Sending