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|  | **Racial Justice Education Adviser**  **0.5FTE for a fixed three-year term**  **Mission and Ministry team** |
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With its network of parishes covering the country, the Church of England plays an active role in national life, bringing an important Christian dimension to the nation, as well as strengthening community life. The Church of England is arranged geographically into 41 Dioceses, each under the care of a Bishop, and covers every part of England.

The Diocese of York takes in much of North and East Yorkshire, an area which includes the cities of York and Hull, as well as Middlesbrough and Selby, two National Parks, and the incomparable Yorkshire coast. We are a family of 579 churches and 125 schools across 442 parishes. We are led and guided in our faith and work by the Archbishop of York, Stephen Cottrell. York Minster is our principal church.

As a diocesan family, we are renewing our commitment to our vision and goals. We are putting fresh energy into Living Christ’s Story, and delivering strategic programmes focused on our aims: *becoming* more like Christ; *reaching* those we currently don’t; *growing* churches of missionary disciples; and *transforming* our finances and structures.

**The Context**

As part of implementing our vision – Living Christ’s Story – a re-shaped diocesan Mission and Ministry team has been created. Its aim is to enable Churches to engage in God’s mission to the whole of life and to ensure that the Diocese has the right kinds of lay and ordained ministries to enable churches to serve God’s mission. At a key point of re-shaping within the Diocese, the Mission and Ministry team is seeking to resource deaneries, parishes, chaplaincies and new worshipping communities in these seven ways:

* Deepening discipleship in everyday life and become more Christlike,
* Growing healthy, safe and inclusive churches which in turn grow missionary disciples within a church where a mixed ecology becomes the norm,
* Reaching those we currently don’t reach, building upon Multiply (work reaching 20-40s) and Mustard Seed (work in our most deprived communities)
* Widening our vision for renewed lay and ordained ministries which will enable churches to serve that mission,
* Developing lifelong formation programmes to sustain those ministries,
* Enabling us as a church to grow younger as we work with children, young people and families,
* Enabling us as a church to grow more diverse.

**The Context in terms of Racial Justice**

The Diocese of York is very different from our near neighbours in West Yorkshire where their diverse communities are more obviously reflected in the life, culture and leadership of the Diocese. We are working within what are traditionally conservative cultures, both in the church and wider society, which means that culture change to become more diverse is a complex and contested arena. The necessary winning of hearts and minds so that we are motivated by deep convictions around embracing difference and radical welcome, is something that we have only just begun to do. Whilst there are diverse communities in Middlesbrough and in Hull, the Diocese of York is a predominantly white community with around 3% of the population of 1.4m who are Global Majority Heritage. This is reflected in our churches and in our ordained ministers, of whom we have 6 who would describe themselves as GMH.

In April 2022, the Archbishop commissioned 10 Racial Justice Advocates to work across the Diocese, work co-ordinated by two chairs who are themselves of Global Majority Heritage. In November 2022, the Diocesan Synod adopted a Racial Justice Charter which is attached as part of this pack. The Charter is essentially a theological document which requires some practical commitments to implement the aspirations. A draft implementation plan is also attached as part of this pack so that we can be transparent as to the progress that we are making as a Diocese and so that applicants can see how the Enabler role fits into a wider set of commitments. The role of a Racial Justice Enabler will be to deliver work around three specific areas of implementation of the Charter which we hope will have the greatest impact in winning hearts and minds. These are in:

* unconscious bias and diversity training
* developing discipleship resources
* resources for parish mission.

The Diocese has been awarded fixed term funding by the Racial Justice Unit and we have chosen to shape the role around a three-year programme of “Transformative Education for Justice”. This is about deep lifelong learning and action which will change the way we see the world and in doing so we become more like Christ. We recognise that this work is only one aspect of growing healthy churches that are signs of God’s multi-ethnic kingdom; about communities where difference is valued and embraced. To that end, we can see more work to be done around how this educative work engages with wider inter-cultural work.

**The Opportunity**

The project work is envisaged to have three foci and then two additional networking and advocacy foci:

1. By mid-2025, to plan, curate and roll out an appropriate unconscious bias and diversity training programme which has pathways for senior leaders, for those who have a role in discernment and formation processes and for those who sit on parish appointment panels.
2. By mid-2026, to produce a suite of online and paper based resources on the 4th mark of mission and to have them used by one third of the ministry units in the Diocese (50) including a focus on use with children and young people
3. By mid-2027: To produce a resource, tailored for the Diocese but drawing on resources from other Dioceses and the national church to enable parishes to engage with social justice, discipleship and growing healthy churches. To have these used by one third of the ministry units in the Diocese (50)
4. To be a member of the Racial Justice Advocates group in the Diocese, encouraging their work and seeking ways to be an advocate for racial justice across the Diocese and as part of the national network of racial justice enablers. And to be a member of an emerging network of practitioners in the Diocese of York who are working towards the practice of radical hospitality.

**Job Description**

**A. Learning about diversity programme**

The post holder will be involved in a process of culture change across the whole Diocese which will include:

* Developing an appropriate Unconscious Bias and Diversity learning programme. We are at the start of this process and would expect the post-holder to be a shaper of this work, drawing from practice in other dioceses. It will be essential that this learning is seen in the context of our missionary commitments as a Diocese.
* The programme will need a hybrid learning approach which we envisage will require both individual and communal learning, online and in person with appropriate self-reflection to demonstrate learning and practice.
* It is envisaged that the postholder will work collaboratively with racial justice enablers around the country to seek best practice for this resource and to learn from the experience of implementation from other dioceses.
* To work with senior leaders to create a culture where this learning is embraced as part of who we are and what our mission as a Diocese is about.
* The programme is intended to have these elements:
  + An online programme which is available for Diocesan Staff and those who sit on parish appointment panels to complete (resource possibilities exist to use material from Southwell and Nottingham Diocese)
  + To develop some in person additional sessions of this pathway for those who oversee the discernment and formation programmes.
  + To use the “Being White” programme to work with senior leaders to address issues of white fragility.
  + We hope that this will help us to see those who our biases cause us not to see, to widen the funnel of those who enter the discernment process and to increase the numbers of GMH lay and ordained ministers in the Diocese of York, reaching those we currently don’t.

**B. Discipleship resources**

* To work with the Diocesan Discipleship Enabler and the Children and Youth Adviser, to produce resources for individuals to deepen their discipleship around the 4th mark of mission (transforming unjust structures). We envisage this to be part of a suite of discipleship resources in the Diocese.
* To work with senior leaders and within the Mission and Ministry team, to identify contexts where embedding these resources will mobilise disciples across the Diocese and will begin to change a traditionally conservative culture (socially and theologically) into one that is missional more holistic.
* To ensure that underlying this approach is a Transformative Education which develops a conviction-based approach to the embrace of difference and to radical hospitality where we are all changed through encounters with those who are different.
* To develop a set of indicators of the impact of such a set of resources. This may come from mission and parish returns of a change in demography, of socio-economic and heritages within the mission of each church.

**C. Parish Resources**

* Living Christ’s Story is predicated on growing healthy churches of missionary disciples – seeing our neighbours and contexts in the light of diversity and justice, enables us all to both listen to and engage with our communities.
* To explore with other Mission and Ministry team members, appropriate resources so that how parishes engage with their mission contexts can be enacted through the lens of justice, discipleship and church growth. One example is available from the Bristol Diocese.
* To work with colleagues to embed this in an agreed number of contexts in the Diocese as part of our wider work to grow healthy churches/revitalisation parishes which are struggling missionally and financially – evidence seen in the growth of either or both of these.

**D. Racial Advocates Group**

* To work with the two co-chairs in encouraging the work of this group across the Diocese as we seek to grow healthy churches which are marked by radical hospitality. This group is the closest that we have as a Diocese to a peer support group for GMH lay people and clergy and their allies.
* To be an advocate through seeking ways to commend the work of racial justice across the Diocese.

**Radical Hospitality network**

* To be a member of this network which is still in its infancy and which is working to grow a practitioner network of around 15 people who will hold briefs for various aspects of radical hospitality.
* It is expected that the network will meet 3 times a year for mutual support and for reflection on practice.

**General Responsibilities**

* Attend relevant meetings and have involvement in other projects and diocesan initiatives, drawing on the skills and gifts of the post-holder.
* Participate in an annual review and appropriate continuing professional development, including participation in professional networks extending beyond the diocese.
* Demonstrate a collaborative and professional approach to the role.
* Encourage good relationships with immediate colleagues, other staff and external contacts.
* Undertake such other duties as reasonably requested.

**Key Working Relationships**

* The post holder will be part of the Mission and Ministry Team and will report in the first instance to the Head of Lifelong Learning
* There will be a key relationship to build with the Director of Mission and Ministry who holds oversight of Racial Justice work on behalf of the York Diocesan Leadership Team
* Lifelong learning team
* Bishops, Archdeacons and the Archbishop
* The co-chairs of the Diocesan Racial Justice Advocates group
* Colleagues in the wider Mission and Ministry team including the Discipleship adviser and the Growing Healthy Churches Adviser
* Regional and National networks of Racial Justice Enablers

The job description provides an outline of the key responsibilities of the post and is not intended to be an exhaustive list. The job description may be amended over time, in consultation with the post holder, to meet the needs of the Diocese. The role will require travel across the diocese. It is important that the post-holder is able to be flexible with their time as their working hours will include evenings and weekends.

**Person Specification**

1. A lay or ordained person with proven experience in the Church of England, grounded in worship, prayer, reading the scriptures and serving others.
2. Passion for racial justice and radical hospitality borne out of lived experience.
3. Commitment to the ministry of the whole people of God and to the priorities of the Diocesan Vision: Living Christ’s Story
4. Experience of working with adult learning which has needed to be transformational in its impact and overcoming barriers to change.
5. Experience of adult education working across a range of learners
6. The ability to work with a high degree of sensitivity, confidentiality and professionalism and the willingness to gain a good knowledge of safeguarding practice.
7. A person committed to their own lifelong learning.
8. The capacity to read the contours and cultures of a diverse diocese and to be alert to the missional needs of the Diocese and the vocational responses to which that leads.
9. A track record of forming collaborative working relationships with a diverse range of people; able to demonstrate engagement with people who are different from themselves and hold this with integrity.
10. Very good interpersonal skills and pastoral sensitivity, particularly the ability to speak truthfully to others and give clear feedback.
11. Self-motivated; comfortable with accountability both in terms of written reports and meeting outcomes; able to guide others, work well within teams and work independently as required.
12. Very good communication skills, including the ability to speak and write for a range of audiences.
13. Good budget management.

**Summary of Terms and Conditions**

Employer The York Diocesan Board of Finance (YDBF)

Line Manager Head of Lifelong Learning

DBS Disclosure A DBS check is required for this post.

Probationary Period Appointments are subject to a 6 month probationary period

Location The post is based at the diocesan offices at Clifton Moor, York

Hours The post is half-time. Our normal office hours are Monday to Friday, 9 am to 5 pm. The postholder will be required from time to time to attend meetings outside normal working hours.

Salary An appointment will be made at Grade 5. Starting salary will be around £32,000 FTE.

Pension The YDBF offers a contributory pension scheme (“the Scheme”) organised by the Church of England (the “Church”) Pensions Board. For each 1% of contribution paid by the employee, up to a maximum of 7%, the employer will pay a contribution equivalent to double the amount

Holidays In addition to Bank and Public Holidays, DBF employees are entitled to 5 weeks (adjusted pro-rata) annual leave in any year.

Mileage A mileage allowance will be paid in respect of journeys undertaken in connection with the duties of the post. This is remunerated as the *lesser* of the two distances to the destination as measured from the postholder’s home and from the Diocesan Office (currently 45p per mile for the first 10,000 miles)

*Non-contractual Benefits*

Flexible Working We offer staff a range of options for working flexibly, including regular homeworking.

Employee Benefits We provide free parking at our York office, and our other non-contractual benefits currently include eye care vouchers and a cycle to work scheme.

Pastoral Care We have an Employee Assistance Programme, and our Diocesan Adviser and Coordinator of Pastoral Care offers the space to talk through pastoral, professional or personal matter, providing or arranging counselling and / or mediation if required.