

LGBTQI+ Lead Chaplain Diocese of Newcastle



Diocese of Newcastle

www.newcastle.anglican.org

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Welcome



Welcome to the Diocese of Newcastle and to this information pack about our LGBTQI+ Lead Chaplain vacancy. Thank you for taking a look. I very much hope and pray that what you find here will help your discernment about where God might be calling you in this season.

With our outward-facing values of **seeking**, **sharing**, and **sending** the LGBTQI+ Chaplaincy is part of a Diocesan-wide commitment to foster a climate of radical Christian inclusion and welcome.

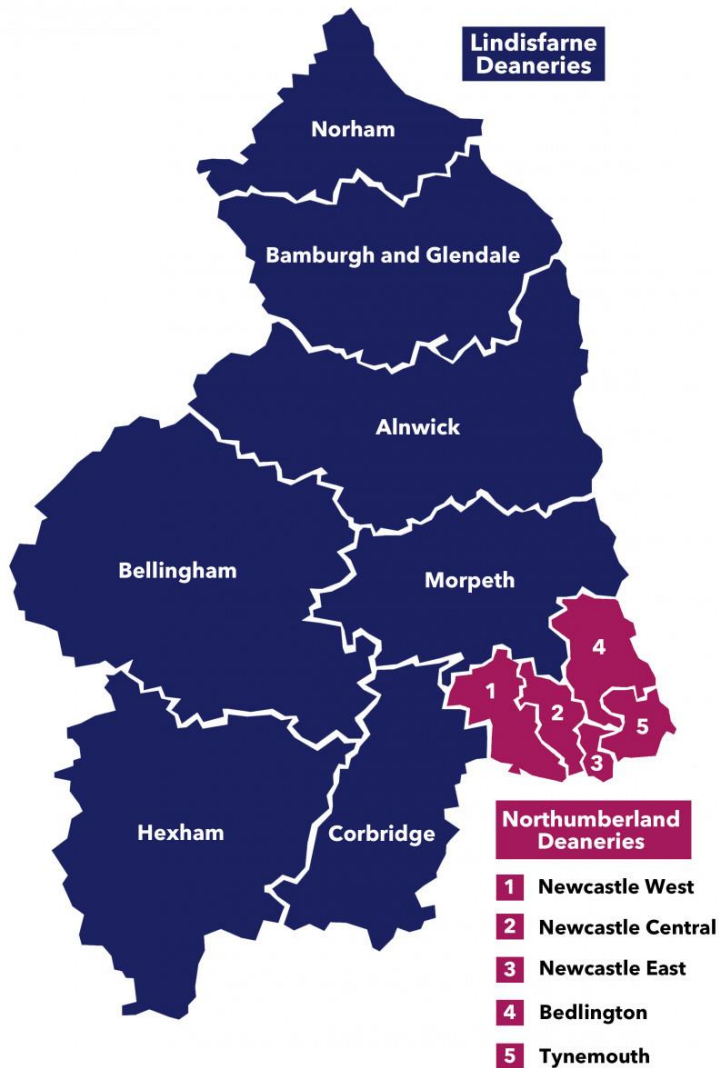
This Chaplaincy has been shaped through a period of consultation and development with LGBTQI+ colleagues and their supporters and is in response to the House of Bishops' apology for the way the Church has treated LGBTQI+ people, both those who worship in our churches and those who do not. The Chaplaincy will offer listening, supportive and prayerful affirmation for LGBTQI+ people and enable the positive change that is needed across the Diocese of Newcastle to offer a radical welcome to all God's children and grow a younger and more diverse church.

This is indeed an exciting time in our diocese, with hope for renewed energy and vision as we engage with God's mission in our diverse contexts. This is a beautiful part of England, founded on the rich spiritual heritage of the Northern saints. All of life is here, from upland rural to inner city, from coastal beaches to National Park trails.

Thank you again for your interest, and prayers and best wishes as you consider an application.

The Rt Revd Dr Helen-Ann Hartley, Bishop of Newcastle

Introduction



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 covers the local authorities of Northumberland, Newcastle, North Tyneside and also small parts of County Durham and Cumbria. The **12** deaneries within **2** archdeaconries (Lindisfarne and Northumberland) serve a population of **831,600** people across a variety of communities ranging from sparse rural to market towns, suburban and larger inner-city areas.

A current cohort of **107** stipendiary, **26** self-supporting clergy and **43** Readers under the episcopal leadership of our diocesan bishop, the Rt Revd Dr Helen-Ann Hartley and the suffragan Bishop of Berwick, the Rt Revd Mark Wroe are resourced by a team of lay and ordained officers who support the development of mission and ministry across the Diocese of Newcastle. A small administration team is based at Church House, North Shields. Church House is also the base for the Joint Education Team and Joint Communications Team (both serving the Dioceses of Durham and Newcastle), the Lindisfarne College of Theology and a well-stocked Religious Resources Centre.

Connectivity & transport

The Diocese is served by the A1, A19 and A69 trunk roads. Longstanding plans to upgrade the A1 North of Alnwick are actively being considered. Travel by rail on the East Coast Main Line from Newcastle to London (3 hours) and Edinburgh (90 minutes) is fast and frequent. The light rail Metro system [\[link\]](#) serving Tyneside and Newcastle carries 37 million passengers a year.

Newcastle International Airport [\[link\]](#) serves regional and international destinations and the Port of Tyne [\[link\]](#) has a daily ferry to Amsterdam.

Introduction

The Diocese of Newcastle aims to be a church which is Jesus Christ centred and outward facing. We seek to align our work with the national church's strategic priorities: to become a church of missionary disciples; to foster a mixed ecology of church, which includes establishing new worshipping communities; and to be a church that is growing younger and more diverse.

The Church of England has been exploring questions around human sexuality for well over a decade and the Living in Love and Faith (LLF) process reached a landmark moment in January 2023 when the House of Bishops published a report and issued an apology for the ways the Church of England has treated LGBTQI+ people. It began with a Pastoral letter which included the following apology.

“We want to apologise for the ways in which the Church of England has treated LGBTQI+ people – both those who worship in our churches and those who do not. For the times we have rejected or excluded you, and those you love, we are deeply sorry. The occasions on which you have received a hostile and homophobic response in our churches are shameful and for this we repent. As we have listened, we have been told time and time again how we have failed LGBTQI+ people. We have not loved you as God loves you, and that is profoundly wrong. We affirm, publicly and unequivocally, that LGBTQI+ people are welcome and valued: we are all children of God.”¹

In her first address to the Newcastle Diocesan Synod, Bishop Helen-Ann said that *“The LLF process has been a response to a call for justice in our diversity. What I have discerned in all of this, is that as the Church turns ever more outwards in mission and ministry, and becomes younger and more diverse, it changes (we are changed). This is surely a sign of the fullness of God's Kingdom. We have nothing to fear, and everything to hope for.”²*

In addition, the House of Bishops' Pastoral Advisory Group has produced some important and theologically profound principles of pastoral practice for 'how the Church can live well together' which seek to encourage churches to:

- offer a welcome that is Christ-centred;
- see difference as a gift rather than a problem;
- build trust and model generosity.³

The Diocese of Newcastle is now on a journey towards a radical vision of greater inclusion and welcome. The commissioning of an LGBTQI+ Chaplaincy is a response to making that vision a reality.

¹ https://www.churchofengland.org/sites/default/files/2023-01/final-bishops-response-to-llf-20-jan-23_0.pdf

² <https://www.newcastle.anglican.org/bishop-helen-anns-first-presidential-address-at-diocesan-synod.php>

³ <https://www.chpublishing.co.uk/features/pastoral-principles>

Key deliverables

Main duties and responsibilities

The LGBTQI+ Lead Chaplain will:

- Develop and work with a team of three other chaplains to be a point of contact for LGBTQI+ people within the Diocese of Newcastle and provide safe pastoral support to individuals and to signpost to other specialist services if required.
- Organise group supervision for chaplains and twice-yearly training.
- Work within the Church of England's Pastoral Principles toward persons regarding their sexuality, welcoming and valuing every person as equal in the eyes of God.
- Equip themselves with knowledge and information about Christian and secular resources, to which people may be referred for help and support and to make appropriate referrals to; and the Church of England's guidelines on sexuality and emerging outcomes of the national LLF process.
- Be non-judgemental and not to seek to change those they support.
- Develop and enable safe spaces for peer support for LGBTQI+ clergy and lay leaders across the Diocese of Newcastle.
- Work with deaneries to support, advise and signpost parishes interested in developing as inclusive churches and help to ensure those churches are visible to the LGBTQI+ community.
- Establish a virtual forum for LGBTQI+ people and allies in the Diocese of Newcastle to enable the shaping of and participation in the ongoing work of the LGBTQI+ Chaplaincy.
- To learn from the insights of LGBTQI+ people about being church together and to feed back on what has been learned through the Oversight Group.
- Feed insights and observations into Bishop's Staff, Bishop's Council and Diocesan Synod through an Oversight Group.
- Follow up referrals and arrange to meet with individuals via video call, phone, or in-person across the Diocese.
- Be skilled at affirmation and accompaniment and will listen to the lived experience of individuals and support their spiritual life and walk with God.

Key deliverables

- Listen and offer appropriate pastoral and spiritual care and support to LGBTQI+ people, their families and friends, clergy and pastoral leaders, and anyone who has pastoral needs, concerns, or questions relating to gender, sexuality, identity, and faith.
- Be visible within the diocese as a resource on conversations relating to gender, sexuality, identity, and faith.
- Maintain confidentiality at all times and not to disclose to a third party the name of any service user except with their explicit permission or if legally required to do so.
- Ensure that the church context in which they work, or worship is aware of their chaplaincy role and to foster good relationships and understanding of the role.
- Liaise, when necessary, with relevant secular agencies, charities, and statutory bodies.
- Keep a basic anonymised data set so that the Chaplaincy can be evaluated.
- Use the insights gained from supervision and training days to develop best practice.
- Be aware of the need for their own support and be willing and able to ask for appropriate support when there is a difficult situation.
- Be responsible for their own safety in regard to lone working and where they meet with service users, in accordance with the Diocesan Lone Worker Policy.
- Avoid conduct that would bring the LGBTQI+ Chaplaincy into disrepute.
- When available, attend events to represent the chaplaincy.

Person Specification: key criteria

Key Criteria	Essential	Desirable
Knowledge	<ul style="list-style-type: none"> • Lived experience as an LGBTQI+ person, or with close friends or family who are LGBTQI+. • Knowledge and understanding of the issues involved for LGBTQI+ people and for those who minister with them. • Some Christian theological and pastoral training/ qualification (individual can be lay or ordained) • Understanding of the paramount nature of confidentiality in this context. 	<ul style="list-style-type: none"> • Awareness and understanding of the <i>Living in Love and Faith</i> project within the Church of England, and the impact of this on LGBTQI+ individuals. • Recognised counselling qualification.
Skills and Abilities	<ul style="list-style-type: none"> • Excellent listening skills and the ability to be an empathetic listener. • Ability to work with people on a 1-1 basis. • Ability to provide pastoral care to people coming from very varied traditions and theologies within the Church of England. • Ability to work as part of a team and to be open to sharing with and learning from peers. • Ability to cope with stressful situations including criticism & negative responses. • Ability to recognise the need for support and to access appropriate self-care. 	
Experience	<ul style="list-style-type: none"> • Unequivocally committed to the full inclusion of LGBTQI+ people in church life. • Experience of working with people who are marginalised by the church. • Experience of working with vulnerable people. • Experience of providing pastoral & spiritual care including in situations of stress and conflict. • Rooted in a mature spiritual practice that enables the replenishment of the self. 	<ul style="list-style-type: none"> • Experience of networking & the ability to forge positive relationships across a wide spectrum of church & secular contexts. • Experience of working within a context where confidentiality is paramount. • Experience of supervision.

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.

We are currently underrepresented by people of global majority heritage and therefore welcome candidates who will strengthen the diversity of our team.

Safeguarding

The Diocese of Newcastle is committed to safeguarding and promoting the welfare of children and young people and vulnerable adults and expects all staff and volunteers to share this commitment and adhere and comply with the National Church's Safeguarding guidance at all times.

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.

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.

Relocation

Where applicable, assistance with the cost of relocation will be provided by the Board of Finance.

Terms of employment

Employment

The LGBTQI+ Lead Chaplain will be a practising, prayerful and committed Christian with a knowledge of the Church of England and an ability to relate across church traditions. The post is open to lay or ordained applicants.

The successful candidate will be employed by the Newcastle Diocesan Board of Finance.

The post is part-time with a working week of 7.5 hours (30 hours per month)

Accountability and key relationships

The LGBTQI+ Lead Chaplain is accountable to the Chair of the Oversight Group.

The composition of the Oversight Group will ensure linkages are made with other Diocesan resources and ensure LGBTQI+ people are properly represented in the Oversight Group. The LGBTQI+ Lead Chaplain will be an officer in attendance at meetings of the Oversight Group.

The LGBTQI+ Lead Chaplain will be licensed by the Bishop of Newcastle.

Key relationships include: Bishop of Newcastle and members of the Bishop's Senior Team (BST); the Chair and members of the Oversight Group; Pastoral Care and Counselling Lead; Bishop's Adviser for Spirituality and the Diocesan Safeguarding Adviser.

Reporting to the LGBTQI+ Lead Chaplain

Three volunteer chaplains will report to the LGBTQI+ Lead Chaplain.

Location

This post is located at Church House, St John's Terrace, North Shields NE29 6HS.

Terms of employment

Salary	<p>Salary is Grade 5</p> <p>The pro rata salary for grade 5 with effect from 1 April 2024 is £6,276.80 pa (full-time equivalent £31,384 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 (9.5% contribution and 0.5% life cover). This is a non-contributory Scheme and staff may voluntarily contribute to the Scheme if they wish to do so. Employees have a right to opt out of the Scheme after enrolment.</p> <p>There is an option for a member of the clergy to continue membership of the Clergy Pension Scheme by paying the difference in pension costs between the two schemes.</p>
Hours of Duty	<p>The post is offered as a part-time post, 7.5 hours per week</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>
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> <p>This post has an entitlement of 7.5 days (which includes bank holiday and additional day entitlement).</p>
Occupational Requirement	<p>An Occupational Requirement under the Equality Act 2010 Schedule 9 Part 1 is applicable to this post.</p> <p>The successful applicant will need to be an active communicant member of the Church of England or a church in full communion with it.</p>
Contract	<p>The employer is the Newcastle Diocesan Board of Finance. The appointment is subject to satisfactory references and the outcome of an enhanced DBS disclosure. For clergy applicants the Bishop of Newcastle will request a Clergy Current Status Letter (CCSL) from the Bishop in the diocese where the cleric holds a licence. The post is subject to a six-month probationary period.</p> <p>The post holder will be required to attend supervision and to participate in appropriate staff training and development activities including resource days and chaplaincy reviews.</p>
How to apply	<p>Applications are to be made through Pathways: www.cofepathways.org/members/modules/job/detail.php?record=7260</p> <p>The closing date for the receipt of applications is Thursday 18th July 2024.</p> <p>Interviews will be held in-person at Church House, North Shields NE29 6HS on Thursday 25th July 2024</p>