



## School and Community Development Worker

### Overview:

We are looking for an enthusiastic person with a flexible, can do attitude to join the growing MINE Youth team and lead our Schools' work across Byker and Walker. Could this be you??

This is a wonderful opportunity to join in what God is already doing in Newcastle East, by working alongside our Churches and local schools building relationships and developing and strengthening links between the schools and the community.



Working with some amazing children and young people, and supporting our schools this exciting new role will be an important addition to our team and has never been more important in the current climate.

Are you up for the challenge!?

## Background:

### Mission Initiative Newcastle East (MINE)

We represent 5 Anglican churches in Newcastle East who work together to engage with the community. We are a Bishop's Mission Order and a registered Charity. Over the past 7 years we have developed a Children's and Youth team (MINE Youth) run by a full-time coordinator which runs clubs, drop ins and schools work across Byker and Walker. We also offer a trainee scheme which gives local young people the opportunity to spend a year being trained and equipped as youth workers serving their own community.



A high proportion of children in Byker and Walker live in poverty and face an uncertain future. All 5 parishes are in the top 1% most deprived parishes in England according to the Church Urban Fund. Our work has responded to the clear need to have more support and safe spaces on the ground where they are welcomed. Our work is underpinned by our desire to be both available and responsive. We want to make sure that young people know we're available for them and to know how to find us, and we want to provide spaces that respond to the holistic needs of the young people and the community we are working with.

MINE Youth is committed to a long-term, relational demonstration of the love of God for families in Newcastle East.

Our vision is summed up in three points:

- To provide safe spaces where children and young people can flourish and live life to the fullest.
- To provide opportunities for children and young people to explore the Christian faith and encounter God in a meaningful way.

- To train and equip volunteers and leaders of all ages.

To achieve this vision we work with children, young people and their families in groups, schools, the community and through events. We also seek to follow the Scripture Union “revealing Jesus” model of mission, which walks with families over the long run, creating opportunities to connect with, explore, respond to and grow in faith.

## NEAT

The project is a partnership between MINE and the North East mixed multi academy Trust of Schools (known as NEAT) that represents one secondary School and 4 Primary Schools in the Walker area, including one Church of England Primary School ([www.neat.org.uk](http://www.neat.org.uk)). NEAT was formed in 2017 from an existing collaboration of schools across Newcastle East, with the Church of England having representation in its membership. NEAT is committed to working with the whole family and in collaboration with community partners.

Our Churches have a strong tradition of supporting our local schools and this new role builds on this and the important relationship we have with NEAT and other local schools.



## Key Responsibilities:

We feel that this is an especially important time for us to be involved in our Schools, as they continue to adapt to and respond to the effects the Covid-19 pandemic has had on the wellbeing and education of pupils.

As our Schools' and Community Worker you will be able to make a real difference to children and young people's lives by being a Christian presence in both the schools and the wider Community. In this multifaceted role, where you will need to be flexible and creative, you will have a unique opportunity to represent the Church as a Christian Presence, as well as supporting the holistic wellbeing of children and young people (social, spiritual, physical, mental, aspirational and emotional) in a School and Community Context.

- You will lead and coordinate our Schools' work across Newcastle East: developing activities, projects and initiatives that serve this aim.
- You will support the work of MINE Youth in providing safe spaces in the community where children and young people can flourish and be supported, and help recruit, train and support our volunteers.
- You will create opportunities and practices to bridge the gap between our community and schools activities.
- You will work with our Clergy and congregations in supporting the Christian ethos, curriculum and worshipping life of Central Walker Church of England School.
- Working across NEAT Academy you will provide opportunities and practical support to some of its most vulnerable pupils as part of the schools' intervention and Primary to Secondary transition strategy. You will also be involved in promoting and supporting the Schools' holiday provision.

The Schools worker will work mainly on location in schools and be also based at the MINE Youth office at St Michael's Church, Headlam Street. There will be an expectation that the schools worker engages with each of the MINE congregations once a term.

# Person Specification

The successful applicant will have the following qualities and experience.

<b>Essential:</b>	<ul style="list-style-type: none"><li>• Christian commitment and character – a good role model for young people</li><li>• Demonstrates an inclusive outlook, integrity, reliability, resilience, loyalty and flexibility</li><li>• Can use own initiative – work independently and take responsibility as part of a staff team</li><li>• Proven passion for and relevant experience in working with young people and children in a church and community and school setting.</li><li>• Excellent relationship building skills with children, young people and families as well as with youth leaders and volunteers across church and community. Able to establish and maintain effective working relationships with a range of external institutions/organisations (e.g. schools, universities, community groups, charities), including appropriate knowledge and use of social media. Excellent communication skills.</li><li>• Ability to plan, co-ordinate, organise and lead regular group sessions of children and young people as well as teams of volunteers, using IT and media skills where appropriate</li><li>• Relevant training (or evidenced experience) in Youth and/or Schools' work</li></ul>
<b>Desirable:</b>	<ul style="list-style-type: none"><li>• Experience of helping young people in their transition to adulthood, regardless of any decision they might make about faith</li><li>• Experience of facilitating worship with young people.</li><li>• Experience of coaching and mentoring young people</li><li>• Experience of managing and leading projects</li><li>• Experience of monitoring work, evaluating the success of activities and continually improving them</li><li>• Academic qualifications: Ideally a qualification in youth work or Education related.</li></ul>
<b>Personal:</b>	<ul style="list-style-type: none"><li>• Ability to work independently in handling a diverse workload and in keeping to deadlines</li><li>• Personal credibility and gravitas;</li><li>• An excellent team player; with the ability to work collaboratively, motivate people and handle potential conflict</li><li>• Able to demonstrate self-awareness and emotional intelligence;</li><li>• Motivated self-starter with a flexible attitude</li><li>• Able to demonstrate enthusiasm, resilience and tenacity and to embrace change;</li><li>• Strong interpersonal skills.</li><li>• Understanding of the structures of the Church of England and empathy with the aims and objectives of MINE</li></ul>
<b>General:</b>	<ul style="list-style-type: none"><li>• Ability to work flexible hours, including evening and occasional weekend commitments as required. Essential to this role is the ability to work in Summer holidays, and other School holidays</li></ul>

# 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

MINE takes Health and Safety at work very seriously and require their employees to familiarise themselves with, and follow, their policy.

<b>Salary</b>	JNC paygrade 10: £22,104 FT Probationary period.
<b>Hours of Duty</b>	The post is offered on a full-time basis working 37.5 hours per week. 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.
<b>Annual Leave</b>	Full-time staff receive 25 days paid leave per year exclusive of 8 public holidays and 4 additional holidays approved by the Board.

## Contract

The post is offered initially on a 'fixed term contract' for 12 months. The employer is Mission Initiative Newcastle East. Any offer of employment is subject to their being a satisfactory enhanced DBS clearance returned.

## Application and Selection Process

Closing date for receipt of applications: 5pm on Friday 19th March

The selection process, which will include an interview is scheduled for the week commencing Monday 29th March.

You may e-mail your completed application form to [phil.medley34@googlemail.com](mailto:phil.medley34@googlemail.com)

or return your completed application to Phil Medley, 105 Middle Street, Walker, Newcastle Upon Tyne NE6 4DB.