



Development Worker (Young People) – West Midlands Regional Racial Justice Initiative

Thank you for your interest in this opportunity!

We are very flexible for this role which could be deal for a freelancer, a secondment opportunity from a diocese/Cathedral; or part time fixed term contract.

This document sets out some wider background, information and our aspirational to-do list! Please do get in touch if you are interested.

Background and information

The West Midlands Racial Justice Initiative (WMRRJI) is a collaboration across the Church of England Dioceses of Birmingham, Coventry, Gloucester, Hereford, Lichfield, and Worcester. It was formed in response to the 2020 report From Lament to Action, as a bold, regional collaboration committed to dismantling systemic racism and building lasting equity across Church structures.

The WMJRI has secured funding from the Church of England’s Racial Justice Unit for an inspiring programme to dismantle systemic racism, ensuring that every individual, regardless of race or background, belongs, thrives, and experiences the love of God.

Supporting churches work with children and young people is a key strand of the WMRJI programme. We are currently working with the partner dioceses to:

- Scope out what resources and good practice currently exist
- Identify where there are gaps, and
- To understand priorities for action.

The wider purposes of this theme of work is:

- To support diocesan structures and parishes across the region in their identified approaches and routes to addressing racism within church youth groups, children’s groups and work with children and families, enabling young people of GMH/UKME backgrounds to be supported in their discipleship journeys, and
- To facilitate gatherings and other opportunities for sharing experiences, good practice, and learning across church-based youth and children’s and families work across the region

The purpose of this role

The purpose of this role is to help us plan a programme of activity based on this scoping work and to work with us and the six participating dioceses as we begin to deliver against that plan. The WMRJI will be advertising for a substantive CYP Co-ordinator and expects to make an appointment for a 2026 start. In the interim it is seeking to engage a free-lance worker with expertise in this field to begin the work with our CYP Regional RJ Steering Group to formulate a plan and begin implementation of the first phase of work.

We are looking for someone to consolidate the learning from the scoping and work closely with the steering group to develop a clear plan for programme activity over the lifetime of the initiative (between now and end of 2027) that meets the project objectives, responds to the learning from the scoping work, appropriately utilises the budget allocated for this work, and begins to build momentum and activity ready for the substantive post when appointed.

The scoping work which will inform the plan to be developed will have covered the following:

- Identify resources within participating dioceses available to youth and/or children's workers and/or parishes for use with children or youth of GMH/UKME backgrounds

- Identify resources within participating dioceses for the equipping of youth and/or children's workers and/or parishes for this enabling work.

- The extent to which these resources meet need, with particular reference to the extent to which children's and youth groups within churches reflect the demographic of areas and congregations. Link up with data officer.

- Who accesses the resources, in what context and with what effects.

- Perceived need for additional resources, including vague 'I wish we had something that.....' as well as more clearly identified needs.

- To what extent do CYP workers currently participate in racial justice training?

- Identifying opportunities and networks to share good practice.

Requirements

1	Understand how racism intersects with youth culture and the diverse ways in which families work, and be able to work for change within the diverse contexts across the region.
2	Work effectively with a steering group from across the region to develop a programme of activity to meet the aims, outcomes and reporting/budget requirements of the Initiative; identify where there is need but absence of provision; and work with diocesan children and youth work teams to develop strategies for addressing the gaps in provision, connecting need with resources.
3	Work with diocesan children and youth work teams to identify and facilitate the sharing of good practice in this field, supporting diverse local contexts

4	Effectively connect the learning of the steering group into the wider Initiative's board and the diocesan racial justice groups
5	Be a good communicator and networker, able to make meaningful relationships with people of all ages in their diverse contexts as well as to engage meaningfully with diocesan and parish structures.
6	Be able to translate learning into appropriate action and project plan.

The postholder will need to develop a plan, with short- and medium-term activity, to:

1	Work with diocesan teams to support churches in areas where people of GMH/UKME backgrounds are the majority to engage with those young people
2	Encourage all children's, children's and families workers and youth leaders in churches to participate as appropriate in racial justice training and develop their practice.
3	Develop a regional network of role models and mentors from GMH/UKME backgrounds for young people using available resources, liaising with the NRJU and regional diocesan education teams as appropriate
4	Promote annual events such as Black History Month, Racial Justice Sunday and engage the involvement of young people.
5	Facilitate the sharing of experiences and expertise about children and young peoples' experiences of racial justice between churches across the region and within dioceses.
6	Collect and curate stories from young people and families among the GME/UKME community in our churches.
7	Be responsible for reporting activity undertaken in whatever form and at whatever intervals are agreed with the Regional Racial Justice Director, Project Manager and Board

Person Specification

Due to the nature of this post, the post-holder will need to work within the underrepresented GMH / UKME communities of the six dioceses, understanding the contexts which individuals of a GMH / UKME background serve in their Christian discipleship, mission and ministry and any barriers which they may face.

We are looking for someone who:

- Is passionate to eliminate racism within church youth groups, children's groups and work with children and families.
- Can work create, develop and share resources and good practice to support the active inclusion of and participation of GMH / UKME individuals in leading and receiving young peoples work.
- Is supportive of young people of GMH/UKME backgrounds in their discipleship journeys.
- Produces clear and well-structured written work, including reports and project plans
- Has the ability to listen, communicate and be a natural networker who can create meaningful relationships with people across a variety of levels.
- Is supportive of the Church of England and is able to work within and navigate its frameworks.
- Is an effective team worker
- Has the ability to travel the length and breadth of the six dioceses of the project, and can incorporate some weekend/evening work as required.

Terms

Short term – fixed term – 2-3 days a week over 3months

Start – as soon as possible

For an informal conversation or to send an Expression of Interest with your CV and cover letter please contact Judith Knight at Judith@judithknighthr.com

We will keep this advert open until a successful appointment has been made.

Rate - £36k p.a. (pro rata)

Specific arrangements will be set out as appropriate to the successful appointee:

Secondment agreement

Contract for Service

Contract of Employment

West Midlands Racial Justice Initiative

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