

Flourish Lead

Role Description and Person Specification



The Church of England is committed to promoting a safe environment and culture for children, young people and vulnerable adults. Anyone appointed to this role will be expected to work within the relevant safeguarding policies and procedures, and to attend all required safeguarding training.

Role Description

Main purpose of the role	The main aim of the Flourish School Lead role is to continue to develop and grow an intergenerational worshipping community within the life of St Andrew's School, by a creating a vision, and establishing & leading a strategy to implement that vision.
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What the role involves You will be expected to:

- Be available to be involved with the regular pattern of collective worship in the school (currently SLT worship each Monday, Classroom worship each Tuesday and Clergy worship each Thursday), and with Spirituality during school days (for example, at lunch times, but not impacting curriculum time)
 - Collaborate with the churches (Townfield and St Andrew's) to explore opportunities for children and their families to continue as members of Flourish, or other local worshipping communities, when children move on to high schools.
 - Collaborate with the half-termly Messy Church events which are already run by Townfield Church.
 - Collaborate with Townfield Church and the St Andrew's school staff.
 - Collate and submitting project evaluation data, working with the Diocesan and national Flourish teams to assess the impact of the pilot, and helping the wider church to learn lessons for future Flourish projects.
 - Consider national Flourish resources, and opportunities offered by organisations partnering with the national Flourish initiative.
 - Explore ways to keep the intergenerational worshipping community engaged during the school holidays.
 - Have the flexibility to work during the school day (for example within existing patterns of Collective Worship and Spirituality), and outside of school hours (establishing intergenerational worship opportunities for children and their families). Preferably in the first half of the week (Mon-Wed), however, some flexibility is possible.
 - Working with children in the school, giving them opportunities to help shape the direction of the intergenerational worshipping community as it continues to develop and grow.
 - Be aware of and comply with all relevant safeguarding requirements
 - Ensure the environment is safe for everyone involved
 - Know how to respond to and report any safeguarding concerns or allegations
 - Ensure that personal data is stored securely
 - Attend meetings for your support, guidance or supervision
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When and where you will be doing it	The project runs at St Andrew's School. This includes lunchtime prayer stations, lunchtime and after school discipleship and planning sessions for Flourish young leaders (made up of around 10 children from school years 4-6), a monthly after school worship event (with craft, games, prayer, songs and an interactive Bible lesson) and occasional special events (Christmas and Summer fairs) and trips (national events). The role requires someone to work with the children in our school, involving them in the journey of growing this worshipping community for children and their families and to work with both Townfield Church and the school, to encourage collaborative ownership and support.
Disclosure and Barring Service check	An enhanced check is required with children's barred list checks.
To whom you will be responsible	Minister of Townfield and the PCC
Safeguarding training requirements	The following safeguarding pathways will need to be completed: • Basic Awareness • Foundation • Leadership • Domestic Abuse • Safer Recruitment and People Management
Support you will be given	Six weeks annual leave (to be taken during school holidays) School and Church communities who are welcoming, and committed to encouraging faith development for all children and families. Supportive Diocesan and National Flourish networks, providing special Flourish resources and training. Flexible working opportunities, with Flourish events taking place at the school site, and opportunity for home working for preparation and planning.

Person Specification

Knowledge, skills, experience, personal attributes, qualifications or other requirements

This role requires someone who:

- Active member of a local CofE church (favourable).
 - Has a commitment to continue to developing their own skills.
 - Has a strong and active Christian faith (there is a Genuine Occupational Requirement for the postholder to be a committed Christian)
 - Has experience of working in schools (desirable).
 - Has experience of working with children, young people, or families.
 - Is a creative and strategic thinker.
 - Is a good team worker, with excellent communication and interpersonal skills.
 - Is committed to the best Safeguarding practices.
 - Understands and maintains appropriate boundaries of confidentiality
 - Has good communication skills
 - Is approachable and empathetic
 - Is punctual
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Additional Information

The following information is relevant to **everyone** who has a role in the church.

Promoting a Safer Church Everyone must read and have access to the Church of England's safeguarding policy statement entitled [Promoting a Safer Church](#).

Training Everyone must undertake training that is relevant to the role. Most safeguarding training can be completed online via the Church of England's [Safeguarding Training Portal](#). However, face-to-face training will be provided to anyone who can't access the online portal. Safeguarding training needs to be refreshed every three years.

Policies and Procedures Everyone must read and comply with any relevant policies and procedures that have been approved by the PCC.

Principles

Workers with children and/or adults experiencing, or at risk of abuse or neglect must have a commitment to:

- Treat individuals with respect;
- Recognise and respect their abilities and potential for development;
- Promote their rights to make their own decisions and choices, unless it is unsafe;
- Ensure their welfare and safety;
- The promotion of social justice, social responsibility and respect for others; and
- Confidentiality, never passing on personal information, except to the person to whom you are responsible, unless there are safeguarding issues of concern (e.g. allegations of abuse).

Safeguarding issues of concern must always be reported to one of the Parish Safeguarding Officers and/or clergy, or if they are implicated or unavailable, to the Diocesan Safeguarding Adviser. In an emergency, police or Social Care services should be contacted.

This document is binding in honour only; it is not intended to create a legally binding contract between us and it may be cancelled any any time at the discretion of either party. Neither of us intend any employment relationship to be created either now or in the future.