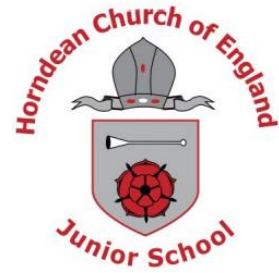




ALL SAINTS CHURCH, CATHERINGTON
& HORNDEAN CE JUNIOR SCHOOL
Flourish Lead Worker



Purpose of the role

This new role exists for the purpose of leading the FLOURISH Pilot Project at Horndean Church of England Junior School. The aim of the Pilot Project is to start, develop and lead new worshipping community(ies) at the school, embodying the five core principles underpinning the FLOURISH initiative:

- Young people's voices are instinctively at the centre of all leadership decision-making and implementation.
- Clearly articulated and shared purpose to grow a younger and more diverse community of Christian disciples.
- Strategic leadership partnership between school and All Saints, Catherington.
- Intergenerational faith development experiences involving children and their families of all ages
- Worship that is fully integrated into the regular rhythms, practices, structures and resources of the school's vision for flourishing of children and adults

We are looking for someone who will:

- Place safeguarding as a key priority.
- Integrate well with school and church communities, embracing the school Christian values of Thinking with Thanksgiving, Learning with Love and Caring with Compassion.
- Listen to the children and help them bring their worship ideas to life.
- Connect with families and draw them into the worshipping life of the school, and local churches.
- Be a pastoral presence for staff and pupils at the school, contributing to overall wellbeing.

Role title	Flourish Lead Worker
Employer	The Parochial Church Council of the Ecclesiastical Parish of All Saints Church, Catherington, Portsmouth
Dates of Employment	Your appointment commences on 02 September 2024. Your appointment type is fixed term until August 2026, due to the initial funding period of the FLOURISH project.
Hours	<p>Your normal working hours are 19 hours per week.</p> <p>You will work for 42 weeks per year during school term times (balance of days to be worked as extra hours in terms time or during school holiday periods; to be agreed with line manager and school representative)</p> <p>Precise times and hours negotiable to suit the right applicant</p>
Salary	<p>Your starting salary is £15,600 per annum, this is based on 47 paid weeks per year (including holiday allowance which is covered by the difference between working and paid weeks). This is equivalent to the full-time salary of £35,520 per annum (based on standard 40 hour week, 52 weeks per annum) and is subject to review on 1 September each year.</p> <p>As payment for your pro rata annual leave is paid within your overall salary, you are not entitled to take leave during your 42 working weeks.</p>
Holiday entitlement	The annual holiday allowance runs from 1 January to 31 December. In each leave year you will have an annual leave entitlement of 30 days per 52 week year. As an employee who works for less than 52 weeks per year you will receive a payment for pro rata annual leave entitlement paid within your overall salary.
Work base	Horndean Church of England Junior School
Manager	Vicar of All Saints Church, Revd Richard Hutchins
Safeguarding requirements	An enhanced DBS clearance is required for the commencement of this post. We follow Safer Recruitment procedures and the successful candidate will complete the necessary Church of England and Horndean Church of England Junior School safeguarding training modules as a condition of employment.
Occupational Requirement	There is a genuine occupational requirement for the successful applicant to demonstrate an active Christian faith.

This appointment is being made for a pilot project that will develop in shape over time, therefore flexibility will be an important quality to respond to changes as the project develops. It is envisaged that successful development of new FLOURISH communities in the school in the two-year pilot period will create momentum for longer term employment.

Key relationships

- To be directly responsible on a day-to-day basis to School Deputy Headteacher.
- To maintain close contact with the line manager (Incumbent).
- Pastoral relationships with children, staff and parents.
- Leading teams to build and equip new worshipping communities.
- Work alongside the Home-School Link Worker to nurture parent-school relationships, particularly amongst parents in difficult circumstances.
- Wider connections to local church communities to create awareness and support for FLOURISH.

Responsibilities

- To lead the development of the FLOURISH pilot project at Horndean Church of England Junior School (HJS).
- Be a member of HJS Christian Values Team.
- Be a member of HJS Wellbeing Team(s).
- Gather the thoughts of children through the Children's Christian Values Team and pupil conferencing on what new worshipping communities at HJS that connect school, pupils, families could look like.
- Create and grow practical expressions of worship from children's initial thoughts, involving children and their families in the leadership and ongoing development of these new forms of worship; connecting them to the existing worshipping life of the school.
- Gather feedback from children, staff and families on the effectiveness of different FLOURISH approaches and review and refine the FLOURISH provision to maximise impact.
- Offer pastoral support to pupils, families and staff associated with the school; creating new links between these groups and the local church.
- Deliver regular periodic reports on FLOURISH progress for use by Portsmouth Diocese.
- Other responsibilities as mutually agreed with line manager and HJS staff as FLOURISH project develops.

Initial Focus

From conversations held in the school in preparation for the FLOURISH bid, the following areas are early priorities for exploration under the FLOURISH pilot:

- Lunchtime/After School Club(s) using craft-based approach to worship.
- Parent coffee mornings/afternoons (working alongside the HJS Home-School Link Worker)
- Prayer Groups for children, parents and staff.
- Alternative worship activities – walk and talk.
- Family worship in school premises.