



# CHILDREN & FAMILIES WORKER Job Description

## Redditch Mission Area

*Facilitate, Enable, Share in God's Mission Across Greater Redditch*

Based at St John the Evangelist, Greenlands Redditch  
Contact: Paul@cofe-redditch.org.uk (General Enquiries)  
revdgail@icloud.com (Beoley Context)

www.cofe-redditch.org.uk  
registered charity: 1213391



Revitalising REDDITCH

THE CHURCH  
OF ENGLAND

Redditch Mission Area





# Introduction

The aims of the Redditch Mission Area (RMA) are to support the 12 parish churches of Greater Redditch (including Alvechurch, Feckenham & Tardebigge) so that they are able to express what God is calling them to be and to be healthy and sustainable in living this out. We want our local churches to demonstrate the breadth of worship in the Church of England; a variety of worship held together by a shared faith in God, Father Son and Holy Spirit. Our hope is that, blessed and directed by God's Holy Spirit, we can live out our calling to Facilitate, Enable and Share in God's Mission Across Greater Redditch.

The Children and Families Worker role is a new and exciting role within the Redditch Mission Area.

# Our Objectives

**The Redditch Mission Area objectives include:**

- a. Facilitating, enabling and sharing in God's mission across Greater Redditch, giving cohesive and intentional leadership for mutually beneficial ministry.
- b. Providing practical administrative and operational support in fulfilling compliance demands for local churches. By working collaboratively across the Redditch Mission Area create efficiency in skills-sharing and provide support for building maintenance, IT and training
- c. Enabling the Church of England churches in Redditch, Alvechurch, Feckenham and Tardebigge to flourish as unique places where God is worshipped and communities are served and transformed
- d. Managing and coordinating shared resourcing roles across the Mission Area to address sustainability risks and promote growth, particularly amongst children, young people and families .

The Redditch Mission Area is an outworking of the broader aims and vision of the Diocese of Worcester. To further this the Diocese is funding key missional roles, such as this one and seeking to provide broader support.

# Role Overview

This exciting role offers opportunities to work in a variety of ways with diverse people and churches. The overall objective is to work with RMA staff and local churches to significantly increase the number of children and families worshipping across the Redditch Mission Area, fostering growth and discipleship.

## Key Responsibilities (60% hands-on in Beoley Parish; 40% strategic development across Redditch Mission Area)

The aim of the role is to:

- Support and develop existing worshipping communities which primarily target children and families. Working in and with schools and communities that surround the churches and town.
- Develop new worshipping communities for children and families.
- Champion the discipleship of children and families.
- Provide oversight and support for the children's and families ministry within the RMA.
- Nurture and develop the gifts of others in working with children and families.

Overall Objective: to work with other RMA staff and those in the local churches to significantly increase the number of young people worshipping across the Redditch Mission Area, so that together we might grow and thrive as disciples.

## Specific Areas of Work

There will be considerable overlap between the parish specific work in Beoley and the broader RMA remit. The key difference being that the work in Beoley will be more Hands On, whereas the work with the RMA will be more about encouraging the development of areas of work delivered by local teams.

# Support and Collaboration

- Direct line management from Paul Lawlor (Mission Area Lead) and Gail Rogers (Vicar of Beoley and Alvechurch).
- Weekly team meetings with other RMA staff, including prayer, worship, and collaborative planning.
- The wider Diocese of Worcester network for employed youth and children's workers offering:
  - a. Regular team meetings for prayerful support, sharing resources and ideas, and inspiring training.
  - b. An annual 24-hour retreat.
  - c. Support from the diocesan Children and Youth Adviser.
  - d. Subscription to an online Youth and Children's work magazine for resources and ideas.
  - e. Encouragement and support for your own spiritual development and ongoing training.



# Job Benefits

- **Job Title:** Children & Families Worker
- **Salary:** £27,681 per annum, plus a 3% employer's pension contribution.
- **Hours of Work:** 37.5 hours per week. including Sundays and some evenings. Working hours will need to be flexible but certain specific times are essential and will be considered core to the job.
- This will include: Sundays – 3- 4 hours including preparation and leading children and family's activities and ensuring that these are delivered; Regular supervision. Weekly Team meeting with other RMA staff, including prayer and worship together and ongoing Diocesan and other training.
- **Contract:** This is a fixed-term post for 3 years.
- **Accountable to:** Paul Lawlor, Mission Area Lead, with Gail Rogers, Vicar of Beoley and Alvechurch.
- **Location:** 60% based in the Beoley District (St Leonard's Beoley) and 40% across the wider Redditch Mission Area (RMA) (based at St John the Evangelist, Greenlands).
- **Annual Leave:** 25 days per annum, plus statutory days.
- **DBS Check:** Satisfactory outcome of an Enhanced Disclosure & Barring Service (DBS) check, including a check of the barred lists.
- **Occupational Requirement:** This post is subject to an occupational requirement (See Footnote 1 ).



[1] This post is subject to an occupational requirement under Part 1 of Schedule 9 to the Equality Act 2010 due to the representational aspects of the role within the Diocese of Worcester that the post-holder be a committed Christian, lay or ordained, and an active communicant member in good standing within the Church of England or of a Church which is in Communion with the Church of England, or a Church that is a member of the Churches Together in Britain and Ireland, Churches Together in England or the Evangelical Alliance.

# The Person

**We are looking for an individual with a strong Christian faith, passionate about seeing children and families develop a personal relationship with God and grow in their discipleship.**

## **Essential Experience & Abilities:**

### **Experience**

- Able to demonstrate a passion to see families and children develop a personal relationship with God and to grow in their discipleship.
- First-hand experience (paid or voluntary) in leading or co-ordinating activities for children and families that are appropriate for the context.
- Being comfortable and confident leading and teaching in gathered settings, for example, within a church, school or holiday club context.

### **Abilities**

- Able to communicate the message of the Gospel, teaching the bible in an engaging and accessible way.
- Have a practical understanding of the importance of safeguarding and safe practice principles in children's work.
- Able to engage with, and relate to, a wide range of families and individuals, and to work collaboratively with both lay and ordained people, maintaining relationships in accordance with Christian teaching.
- Proactive, capable of identifying and developing opportunities and of facilitating their implementation.
- Be organised and flexible in approach, able to manage a diverse workload and wide-ranging responsibilities through effective time management.
- Have a willingness and ability to work co-operatively and collaboratively with others.

### **Personal Qualities:**

- The Children and Families worker will be a person with a strong Christian faith, engaging in personal prayer, Bible study, and worship.
- They will have a passion to see families and children develop a personal relationship with God and to grow in their discipleship and be able to communicate the message of the Gospel, teaching the bible in an engaging and accessible way.
- This role will require the post holder to be organised and adaptable. Managing working in a specific parish context and in developing and supporting work across the wider Redditch Area. There will be a need to proactive and be skilled in developing opportunities which arise.
- There will be times when the Children and Families Worker will be functioning as part of a team and other times of needing to be self-sustaining and self-motivating.
- This is an exciting role which will offer opportunities to work in a variety of ways with diverse sets of people; this will require the post holder to be able to work with churches working out of different theological and church practice traditions. There is a need to understand boundaries and understand the importance of safeguarding and safe practice principles in youth work but also, we hope, space to see God at work in the lives children, families and the wider church.

### **Qualifications & Practical Requirements:**

- Essential: Satisfactory outcome of an Enhanced DBS (Disclosure & Barring Service) check plus barred list disclosure.
- Essential: Ability to travel within the parish, mission area, and diocese. A current driving licence and access to a vehicle is required unless suitable alternative arrangements can be made.
- Desirable: Hold a nationally recognised qualification in youth work/children and family ministry/general ministry/theology at degree or equivalent level.

\*Please note the occupational requirement, see footnote 1 on page 4.



# Specific Areas of Work

There will be considerable overlap between the parish specific work in Beoley and the broader RMA remit. The key difference being that the work in Beoley will be more hands-on, whereas the work with the RMA will be more about encouraging the development of work delivered by local teams.

## **Across the Redditch Mission Area**

**The Children and Families Worker will take a lead on developing networks and areas of work across the wider area. They will work with others with the RMA and in local churches to:**

- Develop, train and support volunteers who are willing to lead some parts of the children's work and people who are ready to assist at worship.
- Work with Parish Safeguarding Officers (PSO) and ensure an understanding of best practice in children and family ministry and model good practice to others including adoption of Diocesan and Parish Safeguarding policies.
- Build on existing outreach opportunities, making the most of existing links in the community including:
  - Reviving Open the Book teams in local schools.
  - Developing a programme of worship opportunities with local schools and college.
  - Working with baptism reps to engage with families.
  - Developing closer links with uniformed organisations.
  - Supporting and further developing discipling-based after school clubs.

**The Children and Families worker will facilitate this by ensuring that they personally:**

- Bring their own passion and gifts to enhance our mission.
- Co-ordinate and have strategic oversight for work with children and families across the RMA.
- Review the success of outreach and ministry, documenting the evidence via regular and timely reports to RMA Trustees.
- Undertake relevant training and development pertaining to your role. You will also be encouraged and supported to engage in your own spiritual development.

## **In Beoley**

**Building upon the work being undertaken over the wider Mission Area, the Children and Families Worker will have a more hands-on involvement in work across the Beoley Area. This will include:**

- Developing a strategy for growing engagement, involvement and action for children and families across the benefice which:
  - Creates strategic cohesion to the existing ministry and mission with children, youth and families, to enable children to follow God in ways appropriate to their age and development.
  - Integrate the children's and families work into the wider Church, including working as part of the leadership team to shape and lead acts of worship accessible for all.
  - Developing the worshipping communities which already disciple young people and children in our churches, support volunteers who enable this ministry and continue to ensure that there is good teaching, fun and creativity in our work with children and young people.
  - Preparing and leading activities, liaising with the Ministry Team
  - Empowering and enabling volunteers to support work on children, youth, and families.
  - Preparing and leading children and families-based activities to reflect the church year.

# *Application Information*

If you feel called to this exciting and vital role and believe you meet the requirements:

- Informal Chat: For an informal discussion prior to applying, please contact Rev Paul Lawlor, Mission Area Leader, at paul@cofe-redditch.org.uk Tel: 0780 761 1090  
For enquiries regarding the Beoley context please contact Rev Gail Rogers at RevdGail@icloud.com
- To Apply: Please complete the application form available from <https://cofe-redditch.org.uk/jobs>, and send to: jobs@cofe-redditch.org.uk
- Closing Date: 3 October 2025
- Interviews: Interviews are expected to be held 14-16 October 2025

**Redditch Mission Area** *Living out our calling together* **[www.cofe-redditch.co.uk](http://www.cofe-redditch.co.uk)**