

Job Description and Person Specification

Racial Justice Engagement Enabler

Employer: Wellsprings Together

Contract Type: Fixed term – 3 years

Hours: 0.5 FTE – The working hours are 17.5 hours (2.5 days per week).

Location: Hybrid – travel across the Diocese of Leeds required

Salary: £17803 (£35606 FTE).

Start date: As soon as possible

Reports to: Chief Officer, Wellsprings Together

Collaborates closely with:

- Diocesan Racial Justice Enabler
- Racial Justice Lead, Leeds Church Institute
- GMH/UKME Diocesan Reference Group
- Diocesan Education Team
- Diocesan Children & Young People Team
- Statutory and voluntary sector organisations

Background

In April 2024, the **Diocese of Leeds** received significant funding to implement a multi-year **Racial Justice Programme** as part of the Church of England's response to *From Lament to Action* – the Archbishops' Anti-Racism Task Force report. This programme is structured across three key strands:

- **Advancing Ministry**
- **Advancing Learning**
- **Advancing Engagement**

Wellsprings Together, a trusted delivery partner of the Diocese of Leeds, has been commissioned to lead key elements of the **Advancing Engagement** workstream, which aims to equip churches, schools, and communities to build stronger, more inclusive, anti-racist local relationships.

This role will lead and support grassroots engagement, co-create safe spaces for storytelling and learning, and expand opportunities for GMH/UKME communities to thrive in civic and church life.

Purpose of the Role

The **Racial Justice Engagement Enabler** will play a key role in:

- Equipping parishes and local churches to engage confidently and faithfully with anti-racism and intercultural mission
 - Delivering and developing community engagement projects that build understanding, reduce prejudice and promote racial justice
 - Supporting partnerships that amplify the voices, participation and leadership of Global Majority Heritage (GMH) and UK Minority Ethnic (UKME) communities in the life of the Church and wider society
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Key Responsibilities

1. Parish and Community Engagement

- Work alongside parishes, deaneries and local church leaders to develop anti-racist, locally rooted initiatives
- Support the rollout and contextual implementation of the Diocese's **Anti-Racism Toolkit**
- Deliver or coordinate anti-racism awareness training and dialogue-based learning events for congregations, lay leaders, and youth groups

2. Project Delivery and Facilitation

Contribute to, co-lead or facilitate a range of creative and strategic engagement projects, including:

- **Real People Honest Talk:** Create and host safe spaces for intergenerational, intercultural dialogue, especially involving young people and local churches
- **Growing Diverse Governance:** Expand Wellsprings Together's "Women in Governance" model to include GMH/UKME men and women, equipping them to serve on school governing bodies
- **Creative Arts Engagement Project:** Use arts-based approaches (e.g. music, weaving, photography, poetry) to explore themes of identity, racism and belonging in partnership with Leeds Church Institute and Touchstone Bradford

3. Partnership Working

- Collaborate with diocesan and regional partners including:
 - Diocesan Racial Justice Enabler
 - Leeds Church Institute Racial Justice Lead
 - GMH/UKME Reference Group
 - Diocesan Education Team
 - Varying Diocesan Teams
 - Interfaith, statutory and community-based organisations
- Support the “Curry Houses and Dales Farmers” initiative and other intersectional or food justice engagement projects as appropriate

4. Monitoring, Learning and Reflective Practice

- Contribute to the AARP Programme Board’s learning and evaluation work
- Share reflections and case studies that help shape diocesan policy and learning
- Work with the Wellsprings Together Chief Officer and AARP Programme Lead to ensure project accountability, impact and adaptive development

Person Specification

Criteria	Essential	Desirable
Experience	Experience of working in racial justice, intercultural engagement, community development or anti-racism education	Experience of working within Anglican or other Christian church settings; experience with school governance
Knowledge	Understanding of racial equity, structural racism, and anti-racism practice	Familiarity with UKME/GMH communities within faith-based settings in West Yorkshire. Familiar with the context of North Yorkshire & South Yorkshire .
Skills	Strong facilitation and group-work skills; confident trainer; ability to communicate across cultural and religious difference	Creative approaches to engagement, including use of arts, storytelling or media

Criteria	Essential	Desirable
Relationships	Ability to build trust and work collaboratively with a wide range of partners – churches, voluntary sector, statutory bodies	Experience of navigating diverse or contested community spaces with sensitivity
Disposition	Emotionally intelligent, relational, reflective; grounded in values of equity, justice and inclusion	Passionate about faith-rooted social action; open to theological engagement on race and identity
Practical	Ability to travel across the Diocese of Leeds and work flexible hours (including some evenings and weekends)	Access to own transport

What We Offer

- A flexible, **hybrid working model** (home-based, with access to a Leeds office and travel to parishes and project sites across the Diocese)
- A dynamic and supportive team working across church, community and civic sectors
- Opportunities for professional development and learning in racial justice, facilitation, and faith-based engagement
- A values-driven environment committed to equity, diversity and inclusion
- Line management from the **Chief Officer of Wellsprings Together**, with reflective and strategic support from a **Racial Justice Steering Group** and close collaboration with the Diocesan AARP team

How to Apply

To express your interest or request an application pack, please contact:

 team@wellspringstogether.org.uk

 Send us your CV and a written personal statement (approximately 500 words) in response to the following: *“Why do you believe you are the right person for this role, and what experience, insight, and passion do you bring that would support the Anglican Church’s ongoing journey towards racial justice?”*

 Application deadline: 20th August 2025, 12.00pm

 Interviews: 11th September 2025