

Shades Schools Worker (Racial Justice and Faith)

Employer:	Manchester Diocesan Board of Finance (MDBF)
Salary:	£28,111 - £32,436 per annum
Hours of work:	Full time - 35 hours per week
Contract:	Fixed Term to 31 st December 2028
Normal place of work:	Remote working in primary schools, secondary schools and parishes within Bolton Deanery

Role Description

Purpose

The Places Project aims to develop discipleship pathways for children, young people and their families, enabling them to grow in their Christian faith and to belong to a thriving church community. The project works with 30 Church of England primary schools, 3 Church of England secondary schools, 33 parishes and a growing number of community schools in Bolton Deanery. We celebrate the fact that Bolton Deanery is very diverse, reflected through our school and church communities.

The Shades Project, created in 2021 by a member of the Places Project team is a 'racial justice and faith' project which supports schools and churches in developing a culture for all children and young people regardless of racial background to thrive and flourish. Shades activities enable schools and churches to create a safe space for dialogue and learning, empowering children, young people and adults to celebrate diversity, to champion difference and to put love into action as modelled through the life of Jesus.

The Shades Schools Worker will support the Shades Project Lead in delivering the Shades Project in primary and secondary schools in Bolton Deanery. Through the Shades Project you will nurture the Christian discipleship of children and young people as well as supporting school staff in embedding the celebration of racial diversity within their schools.

The Shades Schools Worker will work alongside parish youth groups and clergy teams in delivering the Shades Project in all four Mission Communities in Bolton Deanery.

The Shades Schools Worker will support the Shades Project Lead in responding to opportunities from across Bolton Deanery and the wider diocese of Manchester to deliver the Shades Project and to embed the Shades values within schools and parishes. The Shades Schools Worker will have many opportunities to make a unique and creative contribution to the development of Shades resources and to the overall project.

Accountability and Key Relationships

The post is line managed by the Shades Project Lead. All Places Project team members are accountable to the Operational Lead.

The Shades Schools Worker will work closely with the Shades Project Lead, the Youth Worker (Digital) and other members of the Children Changing Places team: Children and Families Lead, Children's Worker, Families Worker (Primary), Families Worker (Early Years), Youth Work Lead, Youth Ministry Pioneer, three Chaplaincy Assistants and Project Support Worker.

The Shades Schools Worker will work in partnership with the Area Dean, local clergy, local youth leaders, head teachers of identified Church of England and community schools and associated parishes and mission communities.

The Shades Schools Worker will work alongside other members of the wider diocesan team, including matters relating to the Diocese's racial justice priorities.

Background Information

The Diocese of Manchester is the Church of England in Bolton, Bury, Leigh, Manchester, Oldham, Rochdale, Salford, and parts of Rossendale, Stockport, Tameside and Trafford. To find out more about the unique make-up of the diocese and its diverse activities, visit the website: www.manchester.anglican.org

For more information about the Shades Project see our video:

<https://www.youtube.com/watch?v=9lcCG4loRc8>

For more information about the Places Project see our project video:

<https://www.youtube.com/watch?v=30tC3EmT6fA>

For an example of a creative Shades Project initiative see our song 'A Million Colours':

https://www.youtube.com/watch?v=8VHoLsXJCsA&list=RD8VHoLsXJCsA&start_radio=1

Key Responsibilities

- Support the Shades Project Lead in the development and delivery of the Shades Project in Bolton primary and secondary schools including Shades Collective Worship and Shades 'safe space' workshops.
- Lead and grow Shades Ambassadors groups in Bolton primary and secondary schools.
- Support the Shades Project Lead in the delivery of Shades CPD (Continuing Professional Development) sessions to staff teams in Bolton schools.
- Deliver the Shades Project in parish youth groups, working alongside youth leaders and clergy, to empower young people to embody and express the Shades values within their wider church communities.
- In collaboration with Places Project colleagues, the Shades Schools Worker will develop creative ways for young people to engage with the Christian faith in Bolton schools and parishes.
- Actively encourage and support volunteers in schools and parishes to run their own Shades Ambassadors groups and other Shades initiatives.
- Collaborate with the Shades Project Lead in the creation and development of Shades resources aimed at equipping parish and school volunteers, to lead Shades initiatives in their contexts, as well as widening the reach of the Shades Project.

Person Specification

Requirements	
Qualifications	<ul style="list-style-type: none">• A Levels or equivalent Level 3 qualifications• Degree or equivalent qualification (desirable)
Experience and Understanding	<ul style="list-style-type: none">• Experience of working or volunteering in a range of children's or youth work settings• Experience of working in/alongside schools• Experience of equality, diversity and inclusion• Experience of communicating with people from a range of diverse communities
Knowledge and Skills	<ul style="list-style-type: none">• At ease with the aims, values and diversity of the Church of England.• Good communication skills, both written and verbal• Ability to recognise and use their creativity in engaging with others around the Christian faith• A working understanding of child safeguarding principles and practices• An appreciation of the diverse communities in the Diocese and a sensitivity to those of other faiths and beliefs• Pastoral awareness of a wide range of challenges that many diverse communities face• Ability to work independently and proactively to develop ministry opportunities• Ability to build a strong rapport with young people and youth leaders in a parish context (desirable)• Ability to work effectively and professionally with students and staff in a school context (desirable)• Ability to build a strong network of working partnerships across a range of organisations and contexts (desirable)• Ability to employ research and creative skills to develop a range of resources (desirable)
Personal Attributes	<ul style="list-style-type: none">• A practising Christian• Ability to be a positive Christian role model to others, particularly children and young people• Sensitivity to the experiences of others and willingness to listen and be discreet
Work-related circumstances	<ul style="list-style-type: none">• Able to work flexibly with some evening and weekend work• Willingness to travel across Bolton Deanery (car not essential)

Summary of Terms and Conditions of Employment

Employer	Manchester Diocesan Board of Finance
Line Manager	Shades Project Lead (Places Project)
Probation	Appointment is subject to a 6-month probationary period
Location	Remote working in schools and parishes within Bolton Deanery
Hours	The role is full time (35 hours per week)
Salary	£28,111 - £32,436 per annum
Contract	Fixed Term to 31st December 2028
Pension	Auto-enrolment into the Church Workers Pension Fund– Pension Builder Classic product
Annual Leave:	22 days' entitlement for the first 12 months of employment, rising to 25 days annual leave thereafter, in addition to bank holidays and 3 church days
Closing Date:	Thursday 15 th January 2026 at 5pm
Interviews:	Monday 26 th January 2026, at St John's House, 155-163 The Rock, BL9 0ND

The post will be offered to the successful candidate subject to an enhanced check with the Disclosure and Barring Service (DBS), satisfactory references and proof of eligibility to work in the UK.