

Job Title	Social Action Lead
Reports to	Head, Compassionate Communities
Team	Compassionate Communities
Department	Strategy & Communication
Location	Hybrid- Causton Street Office/Home (min 2 days /office)
Contract type	Full time (will consider job share, part time split 0.4/0.6 or 0.5/0.5)
Job Grade	F

Job Purpose	<ol style="list-style-type: none"> 1. As part of a small team, to develop social action and social justice work across the Diocese of London. 2. To enable churches and communities to respond effectively to local needs by connecting equipping and resourcing them to grow their impact in their local communities. 3. To communicate and celebrate the work that churches are doing around social action & social justice, sharing good practice case studies, informing senior leaders and drawing together common presenting issues to advocate for wider /structural responses where needed
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About the London Diocese Fund (LDF) and the Diocese of London	The Diocese of London is the group of Church of England organisations located in North London. It comprises of c400 parishes north of the River Thames and within the M25 motorway, and also includes schools, chaplaincies, missional communities, and other organisations. The LDF is the employment body and the central team that serves and supports the Diocese of London.
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Our Mission, Values, Ambitions and Priorities	<p>Mission: <i>For every Londoner to encounter the love of God in Christ</i></p> <p>Values: <i>Creative, Together, Thriving, Respectful</i></p> <p>Ambitions: <i>Confident Disciples, Compassionate Communities, Creative Growth</i></p> <p>Priorities: <i>Growing Younger, Safer Churches, Striving for Racial Justice - to reach every Londoner, we need to reflect the diversity of our city & be a welcoming, safe place</i></p>
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Equality, Diversity, and Inclusion Statement	The Diocese of London is committed to creating and sustaining a diverse and inclusive workforce which represents our context and wider community. We are aware that those of Global Majority Heritage/United Kingdom Minority Ethnic (GMH/UKME), women, and disabled people are currently under-represented among our clergy and workforce, and we particularly encourage applications from those in these groups with the relevant skills and experience that will increase this representation.
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Job Scope

Direct and indirect reports	none
Budget responsibilities	none
Revenue responsibilities	none
Key Relationships	<ul style="list-style-type: none"> • Compassionate Communities Team • Clergy & parish volunteers • Partner Charities/ NGO stakeholders • Archdeacons & Area Office staff • LDF Teams: ministry, safeguarding, racial justice, children & youth; parish property • LDF Comms Team • Bishop of London's Office

Job Responsibilities

Note: This role takes a generalist approach, supporting parishes across a wide range of social action issues. It is recognised that not one person will hold expertise across all areas; the postholder will therefore draw on specialist expertise from colleagues and external partners as needed.

- Respond to requests from parishes for advice, consultancy and connections relating to social action and social justice across a range of issues (specifically: mental health, isolation, food insecurity, low-income communities, housing and homelessness, refugees and asylum seekers, and modern slavery).
- Develop and refine the diocesan training offer for churches by evaluating existing provision, streamlining content, and delivering a clear annual training plan.
- Work with Episcopal Area teams and senior staff to support the delivery of diocesan priorities relating to social action and social justice.
- Organise events, lead and contribute to meetings, to support learning, engagement and action across key areas of social action.
- Build and maintain strong partnerships with external agencies and charities, modelling and encouraging effective partnership working across churches.
- Contribute to communications and social media relating to social action, including written content and presentations.
- Ensure all work is rooted in theological reflection and prayer, and support churches to engage with this in their practice.
- Remain responsive to emerging needs and opportunities, focusing effort where there are clear energy and potential for impact within churches and communities.

General:

The postholder may be required to undertake other duties commensurate with the role.

Qualifications, experience, knowledge, skills, and other requirements	Person Specification		
	Criteria	Essential	Desirable
	Education and experience		
	Either qualification or experience of working in social action, social justice, alleviation of poverty	X	
	Either qualification or experience of working in one of the themes of work		X
	Experience of working with/ holding relationship with a broad range of organisations	X	
	Experience of working with churches and faith-based organisations		X
	Knowledge and skills		
	Organizational skills	X	
	Event management skills	X	
	Use of MS Office including excel	X	
	Writing clear copy for public and briefings	X	
	Web and Social Media experience		X
	Other requirements		
	Ability to ground all the work theologically, and encourage others in that (therefore GOR that the post holder is Christian)	X	
	Experience of working within Community Organising principles		X

Person Specification – Competencies and Behaviours	
Focus on Self	Demonstrates motivation: Shows commitment to working and maintains motivation when tasks become difficult
	Personal well-being: Recognises impact of own behaviour and emotions on self and adjusts accordingly
	Aligns to Vision, Mission, Values, and principles: Respects and represents the organisation in an honest, ethical, and professional way and helps others to understand their obligations to reflect expected standards of behaviour
	Respects others: Recognises and adapts to individual differences and perspectives in culture, style, and viewpoint
	Diversity: Listens to, acknowledges and is responsive to diversity of experiences, perspectives, values, and beliefs
	Effectively communicates verbally and non-verbally: Tailors communication to the audience and clearly explains complex concepts and arguments to create

Focus on Others	shared understanding; Creates opportunities for others to contribute to discussion and debate, and avoids dominating discussions
	Effectively communicates in writing: Requests and provides information in well written formats; prepares written material that is well structured and easy to follow by the intended audience
	Develop Relationships: Builds and uses connections with colleagues, communities and partners within and outside the LDF; fosters cooperation across workgroups
	Collaborates: Proactively contributes to a positive team spirit; engages with others to share information and solve issues and problems jointly
Focus on Team	Implements change, minimises barriers to change and maximising success: Supports others to succeed in change; accommodates changing priorities and responds flexibly to uncertainty and ambiguity
	Contributes to safe workplaces: Identifies and follows safe work practices and takes action to address hazards, near misses and incidents
	Safeguarding: Understands, takes actions to address and supports other in safeguarding and safer churches policy and procedure

Person Specification – Competencies and Behaviours

Focus on Service	Social justice- Actively supports others through provision of pastoral support and encouragement. Proactively provide advocacy as a core part of the support for people
	Provides quality service- Provides service appropriately and responsively to the needs of people; confirms satisfaction with services and addresses or escalates complaints
Aligns with strategy	Networks Strategically: Evaluates current network for effectiveness and relevance to achieving strategic objectives within own area; identifies and creates opportunities to initiate new connections that will facilitate the achievement of organisational goals within own area
	Innovation: Actively contributes to improvements and innovations; actively participates in reviews of policies, programs, practices and services