



Application pack for the post of **Festival Manchester Lead**

September 2021



Together we can find a home for every child who needs one.

Introduction

Together we can find a home for every child who needs one.

Thank you for your interest in the post of Festival Manchester Lead. This is an exciting opportunity to be part of the rapidly growing Home for Good team and enable us to increase our reach and impact as we seek to find a home for every child who needs one.

This pack outlines the role and provides a little information about Home for Good. It includes:

- An introduction to Home for Good
- The job description
- The person specification
- Essential employment information
- An outline of the application procedure
- Ethos statement

If you have any questions or would like an informal chat about the role, please do contact me.

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An introduction to Home for Good

Together we can find a home for every child who needs one.

Our vision is **a home for every child who needs one.**

Every fifteen minutes in the UK, a child will come into care. Many will have suffered neglect or abuse, all will experience trauma and loss. Each one deserves a home where they will be loved, nurtured and enabled to thrive, whether that's through short-term or long-term foster care, with a new adoptive family, or through supported lodgings. But more families are urgently needed to ensure all children and young people can grow up in the family and setting that is right for them.

Greater Manchester and Children in the Care System

In 2020, across Greater Manchester there were around 6000 children in the care system, a 3% rise since 2019. This total has risen by one fifth since 2011.¹ 72% of these 6000 children have experienced abuse or neglect, with two-thirds placed into foster families.² Generally speaking, older children are more likely to be placed in foster placements, while young children more likely to be placed with a new adoptive family.

- Sadly, around 3% of all children in care in Greater Manchester have a substance misuse challenge, but this rises to nearly 10% in some areas. In addition, they are almost twice as likely to be convicted of a crime as other children.³
- As of September 2020, around 125 children were waiting for an adoptive home. Around half of these have been in care for more than 18 months already.⁴
- Just under half of these children waiting for an adoptive family are part of a sibling group and around one third are from a black or minority ethnic background.⁵

The UK Context

Almost 100,000 children are classified as looked after in the UK, an increase of 3% on last year. More than 80% of these children need to be cared for by a foster family, yet there is a national shortage of 8,600 carers to meet the current needs of children and to account for carers who will retire in the year ahead. More than 3,000 children are waiting for adoption in the UK, and more than a third have already been waiting eighteen months or more. Many are over the age of three – they know they are waiting.

While these issues are significant, Home for Good believes there is hope – and this hope comes through the UK Church.

We believe the Church is ideally placed to ensure that every child and young person has the loving home they need. Our Biblical mandate to care for the vulnerable, extend hospitality and seek justice compels us to action. Through opening our homes and hearts to children and young people in care, and through our churches becoming a welcoming and supportive community to all looked after and adopted children and the families who care for them, we can make a transformational difference.

We influence the Church, the Government, the sector and wider society, raising awareness of the needs of vulnerable children through thought leadership, media and political engagement and advocacy campaigns. Our credible voice is bringing a shift in cultural attitudes and meaningful

¹ Local Authority Interactive Tool: Department for Education

² Looked after children in England, including adoptions, as of 31 March 2020; Department for Education

³ The Challenges faced by children living in care in Greater Manchester; Manchester Evening News; March 2018 [Available online]

⁴ Local Level ASGLB Data Q2, 2020-2021, Coram-l.

⁵ Ibid.

improvements to policy and practice to ensure every child and young person has the home and family environment they need.

We inspire individuals, churches and the faith community at large to play their part for vulnerable children through church engagement at local, regional and national levels, taking every opportunity to motivate the Church to respond. Our compelling vision is reaching thousands of Christians who are stepping forward to explore fostering, adoption or supported lodgings, standing with Home for Good in prayer and support, and speaking up on behalf of vulnerable children.

We inform individuals, churches and church clusters through resources and content, training packages, events and services for every stage of their journey, from inspiration to welcoming a vulnerable child – and beyond. Our comprehensive programme is equipping families as they explore fostering, adoption or supported lodgings, and equipping churches and communities to better welcome, understand and support families who care for vulnerable children.

We invest in ongoing research, mapping, exploration and evaluation to ensure we intentionally focus our activity where we can meet the greatest needs and have the biggest impact. Our conscientious strategy is enabling us to focus our attention on the children who wait longest and are least likely to experience permanence or a stable family environment, and to bring innovative solutions to ingrained and perceived insurmountable problems.

We invite strategic partnerships and seek to build purposeful and mutually beneficial relationships with other charities and networks, believing that we can go further together on behalf of vulnerable children. We also work closely with local authorities, regional adoption agencies and voluntary adoption agencies on targeted campaigns. Our collaborative approach is ensuring that we are part of a cohesive and united effort to meet the needs of vulnerable children at every point of their life.



Job description

Together we can find a home for every child who needs one.

Introduction

We are seeking a strategic and proactive individual with excellent communication skills and a proven track record of developing and delivering a wide range of church engagement initiatives. The Festival Manchester Lead will be responsible for initiating, coordinating and overseeing the work of Home for Good related to our partnership with Festival Manchester.

This work involves the development of Home for Good work into new areas with church communities, para-church organisations, charities and statutory agencies. This involves working with a wide range of church and commissioner stakeholders (e.g., local authorities; adoption agencies) to enable us to further the missional aim of Home for Good to find a home for every child who needs one through fostering, adoption and supported lodgings.

Festival Manchester is an initiative of the Message Trust, the Luis Palau Association and hundreds of local churches, businesses and organisations. It seeks to reach all aspects of society with the gospel of Jesus. Through its 'Love Where U Live' initiative, Festival Manchester is focussing on homelessness, the environment, social action, food poverty and, through its partnership with Home for Good, fostering and adoption. This will culminate in a region wide major festival in a park in Manchester in the summer of 2022.

Organisational culture

We invite all staff to actively support Home for Good, its culture and team-spirit through a positive attitude, not allowing 'good' to be the enemy of 'best', enjoying people and all associated quirks, loving Jesus in a tangible way, leading and participating in team activities and events with joy and openness and carrying a passion to serve and support vulnerable children.

Reporting Lines

Reports to Director of Strategic Engagement

Main Tasks

1) Strategic church engagement

- With the Director of Strategic Engagement, support the development and delivery of the Festival Manchester campaign using intentional and effective tools for engagement, including speaking engagements, event stands, church leader meetings, unity movements, champions, commissioners, etc.
- Working with the Director of Strategic Engagement and the North West of England Regional Lead, map and develop a strategic and comprehensive engagement plan with clear targets to reach and build relationships with churches throughout Greater Manchester, inspiring them with the vision and mission of Home for Good to put vulnerable children and fostering, adoption and supported lodgings on their agenda.
- With support from the Director of Strategic Engagement and as part of Home for Good's city-wide campaign, support delivery of local inspiration events, working in partnership with like-minded charities and para-church organisations where possible.
- Maximise tactical opportunities and proactively seek additional ways to increase the reach and raise the profile of Home for Good across Greater Manchester, including through festivals, local media opportunities and engagement with community and para-church networks.
- Promote Home for Good resources and central programmes, working with the North West of England Regional Lead to encourage and facilitate churches, local movements, Champions and support groups to engage with the curated journey to equip and empower them to respond to the needs of vulnerable children, and directing fostering, adoption and supported lodgings enquirers to the centralised enquiry team.

2) Networking, relationship building and partnership development

- Build and deepen professional relationships with church leaders, wider church communities and unity movements across all denominations and Christian networks across Greater Manchester.
- Work alongside the Festival Manchester team to enable effective partnership working relations, ensuring all communications, strategy and networking are agreed and aligned.
- Work with the Director of Strategic Engagement in providing information, organisational updates and central support to stakeholders. Hold key relationships with church clusters within the area, enabling and encouraging them to strengthen links with Home for Good and its activities.
- Invest in relationships and be proactive in building effective partnerships with other organisations and charities in Greater Manchester in sympathy with Home for Good's missional aims, including relationships with commissioner (i.e., local authorities; adoption agencies) representatives and officers.

3) Development and delivery of agreements

- Create opportunities and relationships with commissioners across Greater Manchester, working with the Director of Strategic Engagement and the Commercial & Contracts Manager.
- Work with the Director of Strategic Engagement to provide quarterly local data (e.g., number of enquiries, fostering and adoption approvals etc.) each quarter to inform regular organisational reviews.
- Working with churches, unity movements, Local Movements, Champions and commissioner representatives; hold accountable and effective dialogue to ensure agreed strategies deliver on contractual agreements.
- Work with the Director of Strategic Engagement to review, monitor and evaluate contracts within the area, seeking opportunities to add further value, to demonstrate impact and to promote Home for Good.

4) Recruitment and deployment of Champion volunteers

- As the campaign lead, work with the Enquiry Team and the wider Home for Good team to ensure Champions are empowered to deliver various activities within the organisation's strategic objectives.
- Work with the North West of England Regional Lead in recruiting Champions from within Greater Manchester, supported by central marketing, inspiring individuals to step into a volunteering role to support the mission of Home for Good.
- Working with the North West of England Regional Lead, deploy Champions to serve effectively within Greater Manchester by making appropriate connections and enabling Champions to deliver speaking engagements on behalf of Home for Good.
- Provide regular support and encouragement to Champions across Greater Manchester and facilitate connections that enable Champions to work well together.

5) Fundraising

- Hold and grow relationships with local trusts, churches, foundations and businesses, working effectively with the fundraising team to maximise income opportunities for both local and national use.
- With the support of the Director of Strategic Engagement, be a catalyst for local church-related fundraising and efforts.
- Inspire local church leaders, local unity movements and charities to financially contribute to proposed development models, contributing to the provision of local Home for Good workers, who would usually be based and work from the related local town/city.

6) Operations

- Work with the Enquiry Team to ensure records are kept up-to-date in relation to events, speaking engagements, enquiries and referrals across Greater Manchester.
- Ensure data is collected, stored and shared carefully, providing required information to commissioners as and when necessary.
- Manage all personal data collected appropriately in-line with GDPR.
- Store data, information and intellectual property appropriately, with the support of your line-manager and colleagues.

You may also be required to carry out such reasonable additional or other duties as necessary to meet the needs of Home for Good from time to time.

This post is subject to an Occupational Requirement that the postholder be a committed Christian under Part 1 of Schedule 9 to the Equality Act 2010.

Personal specification

Together we can find a home for every child who needs one.

Experience & Qualifications	Essential / Desirable
1. Driving license (and a car).	Essential
2. Proven ability in building relationships and developing partnerships.	Essential
3. Proven ability of leading teams and managing volunteers.	Essential
4. A good understanding of the Church landscape within Greater Manchester, including a wide understanding of denomination activity.	Essential
5. A good understanding of the adoption and fostering sector, including local authority and agency awareness.	Desirable
6. Understanding and previous experience of involvement in church-facing programmes.	Desirable
7. Proven ability of organising successful events of varying size.	Desirable
8. Experience of fostering or adoption, personally or in connection with others.	Desirable
Skills/Abilities	
9. Proven ability to develop, implement and evaluate successful programmes.	Essential
10. Self-starter and able to organise own priorities and time.	Essential
11. Proven ability in using initiative with high levels of responsibility.	Essential
12. Proven ability in excellent and effective interaction with a wide range of people both internally and externally, by phone, email and face to-face in a professional manner.	Essential
13. Flexible and able to work in a rapidly changing team and organisational context.	Essential
14. Confident communicator at events and church services and in meetings.	Essential
15. High competence in Microsoft Office, internet technology and social media.	Desirable
Personal Qualities	
16. A clear commitment to the Christian faith and agreement with Home for Good's basis of faith.	Essential

17. Passionate about fostering and adoption and able to identify with and be committed to the vision and ethos of Home for Good.	Essential
18. Adaptable with a willingness to be involved in a wide range of tasks.	Essential
19. Ability to be confidential and adhere to required GDPR policies & practices.	Essential
20. Ability to travel frequently, and to work unsociable hours (e.g. evenings and weekends, including some Sundays).	Essential
21. Relational and diplomatic, with the ability to relate well to people from a wide variety of backgrounds.	Essential



Employment information

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Job title:	Festival Manchester Lead
Purpose:	See job description
Location:	Within Greater Manchester. Home working, with regular travel throughout Greater Manchester, and occasional travel elsewhere in the UK.
Contract length:	Fixed Term (until March 2023)
Start date:	As soon as possible
Hours of work:	Full time - 35 hours a week Some weekend and evening work will be required. Home for Good operates a time-off-in lieu system.
Holiday entitlement:	25 days per year plus bank holidays
Salary:	£29,000 per annum (pro rata)
Pension / Life Assurance:	After three months automatic enrolment into a direct contribution pension. Home for Good has a Group Life Assurance policy for all employees.
Overtime:	Paid overtime is not applicable to this position.
Period of notice:	After probation, four weeks' notice by either party. Upon completion of four years' continuous employment, one week's notice for each completed year of continuous employment up to a maximum of 12 weeks' notice.

Application procedure

Together we can find a home for every child who needs one.

To apply, please submit a CV and covering letter via the [Job Opportunities section](#) of our website. The covering letter should illustrate how you meet the requirements of the role as specified in the job description and person specification. Please include three references, one of which should be from your current church leader and one from your current / most recent employer. Please also provide details of your current notice period if applicable and most recent salary.

The closing date for receipt of applications is **9am on Monday 4 October 2021**. Short listing will take place soon after the closing date.

We are planning to hold interviews for this role a week or two after the closing date. When a decision has been made, we will inform all candidates of the outcome.

Home for Good will treat your application as private and confidential. Unsuccessful candidates will be notified by email and their applications will be securely destroyed after one year.

Our Equal Opportunities Policy includes facility for justifying that all posts have an occupational requirement that they be occupied by people who can demonstrate a personal Christian faith. Candidates are therefore asked to confirm that they assent to a statement of faith, which is summarised through the Nicene Creed (see Ethos Statement).

We welcome applications from all suitably qualified persons and all appointments will be made on merit. We are seeking to ensure a diverse workforce and welcome applicants from ethnic minority groups who are currently under-represented at this level in the organisation.



Ethos statement and values

Together we can find a home for every child who needs one.

Home for Good is a movement of individuals and churches who believe that every child should have a safe and loving home where they can thrive.

We believe the Church community is well placed to step up to offer homes to children who are not able to live with their birth family and wrap around in support of foster and adoptive families. We therefore aim to change the culture in churches throughout the UK to make caring for vulnerable children a significant part of their life and ministry.

We also believe that people of faith should be treated fairly during the assessment process.

Home for Good is a bearer of good news. Children and young people being nurtured in loving homes is good news for some of the most vulnerable children. It's also good news for the Church to fulfil God's call to care for those in need. It's good news for our communities, and it's good news for our country.

Home for Good is a national charity dedicated to inspiring, equipping and coordinating the network of local movements, churches and individuals who are making the Home for Good vision a reality.

Home for Good is committed to working in partnerships with churches, voluntary and statutory agencies, local authorities and other organisations to effectively achieve our aims.

Home for Good is focused on the Christian Church, but our intention is that our work will be of benefit to people of all faiths and none.

Our values

Our two core values are the twin threads that run through every aspect of our work. All that we do is shaped by, built upon, and fuelled through being **child-focused** and **faith-rooted**.

Child-focused

Children and young people will always be at the heart of Home for Good. We are passionate about finding a great home for every child who needs one, where they will be loved and nurtured and enabled to thrive. We affirm the infinite value and believe in the potential of every child. We will do all we can to advocate on their behalf, championing their needs and celebrating their successes, ensuring their voices are heard.

Faith-rooted

Our Christian faith inspires, motivates and encourages us to act and to believe that change is possible as we stand firmly on a strong theological foundation and commit to prayer for every aspect of our work. We will hold on to faith amidst setbacks and challenges and step out in faith to act. We are open about our faith and recognise the potential in the Church to make a difference, but we do not expect preferential treatment and are keen to work in partnership with those of other faiths and of no faith.

Our principles for working

We are:

Innovative

We seek new and creative solutions. We see opportunities and possibilities. We are dynamic and responsive. We dream about what could be and then we intentionally plan, develop and create all that is needed to get there.

Relational

Within our team, across our organisation and throughout our networks, we value relationship and believe in the synergy of collaboration. We dream together, we make decisions together and we work together. We celebrate diversity, respect differences and are generous with our ideas.

Hopeful

We are optimistic and focus on what can be done to find solutions. We recognise that fostering and adoption are not easy and will be honest about challenges and frustrations, yet we seek to be a catalyst for change and make a positive difference in every situation.

Excellent

We are professional, invest in training and ensure a good level of understanding. We are eager to learn from those with experience and expertise. We enable people to play to their strengths and always go above and beyond.

Home for Good has chosen the Nicene Creed as our statement of faith:

- We believe in one God, the Father, the Almighty, maker of heaven and earth, of all that is, seen and unseen.
- We believe in one Lord, Jesus Christ, the only Son of God, eternally begotten of the Father, God from God, Light from Light, true God from true God, begotten, not made, of one Being with the Father. Through him all things were made. For us and for our salvation he came down from heaven: by the power of the Holy Spirit he became incarnate from the Virgin Mary, and was made man. For our sake he was crucified under Pontius Pilate; he suffered death and was buried. On the third day he rose again in accordance with the Scriptures; he ascended into heaven and is seated at the right hand of the Father. He will come again in glory to judge the living and the dead, and his kingdom will have no end.
- We believe in the Holy Spirit, the Lord, the giver of life, who proceeds from the Father and the Son. With the Father and the Son he is worshipped and glorified. He has spoken through the Prophets. We believe in one holy catholic and apostolic Church. We acknowledge one baptism for the forgiveness of sins. We look for the resurrection of the dead, and the life of the world to come.

We expect our Staff, Champions and Local Movements to ascribe to this statement of faith.

