



ST BARNABAS WITH CHRIST'S CHAPEL



The Diocese of  
**Southwark**

## Job information pack

# Children and Families Worker

St Barnabas with Christ Chapel, Dulwich & St Clements with St Peter, Dulwich

An exciting full time role working across two diverse parishes in Dulwich, South East London



**Christ  
Centred**  
**Outward  
Focused**

Closing Date: 7<sup>th</sup> August 2025

Interview Date: 19<sup>th</sup>/21<sup>st</sup> August 2025



The Diocese of  
**Southwark**

July 2025

Dear Candidate,

We are delighted that you are considering the role of Children and Families Worker, based across St Barnabas with Christ's Chapel and St Clement with St Peter, two welcoming and vibrant Church of England parishes located in beautiful Dulwich, South East London.

This is a unique and exciting opportunity to join us at the beginning of a new chapter. With the support of National SDF funding and the Diocese of Southwark, we are investing in the growth of joyful, prayerful, and supportive Christian communities for children, young people, and their families across both parishes.

We recognise that working across two parishes may seem a little unusual, but we firmly believe it brings great richness and potential. You will be part of a collaborative, friendly, and encouraging team, working in varied worship traditions and diverse contexts. We are looking for someone who is flexible, imaginative, and has a passion for making God's love known to people of all ages - with humour, patience, and warmth.

If, after reading through the information in this pack, you feel called to join us and bring your gifts, experience, and energy to this shared ministry, we would love to hear from you.

Interviews will take place in person and will include clergy, members of our church communities, including children and families, reflecting the collaborative nature of this role.

Further details about each parish are included in the information pack below. If you would like to learn more or have an informal conversation about the role, please do not hesitate to get in touch with either of us. We would be very happy to hear from you and we are both deeply committed to making this post not only a success, but a genuinely fulfilling and joyful experience.

With our prayers and best wishes,

Revd Liz (St Barnabas with Christ's Chapel) and Revd Gemma (St Clement with St Peter)



The Diocese of  
**Southwark**

### **Diocesan Staff Purpose**

To lead, enable, serve, support, and enable the mission of God as it is worked out in the parishes, deaneries, schools, and communities of the Diocese of Southwark.

## **Diocese of Southwark Job Description**

<b>Job Title:</b>	Children and Families Worker - full-time
<b>Reporting to:</b>	Revd Liz Barnett and Revd Gemma Lau
<b>Location:</b>	St Barnabas with Christ Chapel 40 Calton Avenue Dulwich SE21 7DG & St Clements w St Peter, 140 Friern Road, London, SE22 0AY
<b>Key Relationships:</b>	Vicars of both parishes Church Wardens, Treasurers and Parochial Church Council (PCC) members Church Volunteers Children and families of local parishes Part-time Youth Worker Directors of Music Diocesan CYP Team, Project Manager and the Core Project Team

### **Background to the job**

This is an exciting opportunity for a Children and Families Worker to play a key role in implementing A *Fruitful Future II: Strategic Growth and Cultural Change in the Large, Diverse Diocese of Southwark*.

Specific projects have been identified across the Diocese of Southwark where there is clear potential for growth, and funding has been secured from the Church of England's Strategic Development Fund (SDF) to support these initiatives.

The two neighbouring Dulwich parishes of St Barnabas with Christ's Chapel and St Clement with St Peter are working together to bring this hopeful vision to fruition. St Barnabas with Christ's Chapel has been designated a Hub Church, to share their expertise and support other parishes to develop a flourishing children's and youth ministry. This will initially be at St Clement with St Peter with a view to also work with another parish in a significant way over the next few years. It is with great joy that we are now seeking a full-time Children and Families Worker to work alongside the Vicars of both parishes as they seek to make God's love known to children, young people, and their families.

Revd Liz Barnett, Vicar of St Barnabas, and Revd Gemma Lau, Vicar of St Clement with St Peter and Associate Priest at St Barnabas, have worked together as deanery colleagues for nearly five years. They are delighted to be collaborating more closely through this SDF-funded initiative, which supports the vision for our churches to grow deeper, younger, and more diverse.

In addition to this Children and Families Worker role, we will also be expanding our team to include a part-time Youth Worker, and a new Director of Music and Founder of a Children's Choir for St Clement with St Peter, who will also have the opportunity to work alongside the Director of Music at St Barnabas with Christ Chapel.

### **About St Barnabas Dulwich**

St Barnabas with Christ's Chapel is one parish with two distinctive places of worship. St Barnabas is a large, thriving, inclusive parish church with a strong choral tradition at the heart of Dulwich Village. Christ's Chapel has been a place of worship for over 400 years and today has regular congregations at weekly 8am BCP Holy Communion and Evensong. Members of both places of worship are represented on the PCC and throughout the year there are joint services at both places of worship. Weddings, funerals and baptisms are regularly held at Christ's Chapel and it holds a very special place in the life of the community. As a parish we have strong links with our Foundation Schools and with Dulwich Village Infant School.

We are passionate about nurturing children and families to grow in faith and be confident of their place within the church, equipping them to share the Good News with the world around them. We are seeking a Children and Families Worker to help develop and sustain our flourishing ministry with children and families at St Barnabas, while also supporting the Vicar of our partner church in growing ministry to families and children there.

We currently welcome 60+ family groups to PlayTime! every Friday in term time for play, craft, snacks, Bible stories and songs. On Sunday morning during our 10am service we offer creche facilities and groups for infant and primary school aged children. Messy Church is currently offered termly and we run an annual 'Discover Communion' course for children aged 7 and above in preparation for taking Holy Communion. We have a thriving children's choir which welcomes children from school years 2-7 with up to 40 children attending Friday afternoon rehearsals and singing regularly at Family Communion, our Palm Sunday procession and Christmas Carols at the Crib in Dulwich Village Square.

We are fortunate to enjoy a large worship space, an inner courtyard for outdoor play and large meeting rooms as well as gardens at the front of our building - great for our annual Easter Egg hunt!

### **About St Clement with St Peter**

St Clement with St Peter is a diverse and inclusive church in the modern Catholic tradition, located in the heart of East Dulwich. The Vicar, Revd Gemma Lau, was appointed in January 2025 and also serves as Associate Priest at St Barnabas with Christ's Chapel, as part of this SDF project. St Clement with St Peter is the largest parish in the Dulwich deanery and has a population of 17,392 (at the last census), with roughly 20% of those people under the age of 18. St Clement with St Peter has a small congregation each Sunday of about 25-30 people. We are committed to growing this congregation, and growing younger, with the support of St Barnabas as our Hub Church, and the appointment and work of a new Youth Worker, Children and Family Worker, and a new Director of Music and Founder of Children's Choir.

We are home to a small but dedicated choir, we have a group of young altar servers, and we regularly involve our young people in leading our worship. We are praying and working towards becoming a place where more children, young people, and their families feel welcomed and find a spiritual home.

The church is situated in a quiet residential area, just moments from Lordship Lane and Peckham Rye. The parish includes some of beautiful Dulwich Park within our parish boundaries and extends all the way to the Horniman Museum and offers significant potential for mission and growth among families. We do not currently have any specific youth provision for our small group of young people who attend our services (between 2-5 each Sunday). As with our sister church St Barnabas, we would love to see this change and for us to become a place where more and more young people come to know they are welcome, where they come to grow and flourish into the people that God has lovingly created them to be.

The local area is full of young families and benefits from several excellent primary and secondary schools, both state and independent. Within the parish itself, there are three non-church primary schools in the parish, Harris Primary School, Heber Primary School and Goodrich Community Primary School. Our own church school, St John's with St Clement's, is in the parish of St John's. It was rated "Outstanding" in all areas in its October 2024 Ofsted inspection. The Vicar is a governor at the school and leads regular assemblies and services at the school, especially at the end of term and during festivals.

We are also fortunate to have a well-equipped church hall that would suit after school youth work well, we have beautiful and peaceful gardens ideal for outdoor activities, a heritage orchard, and a dedicated space within the main church building where youth groups can also meet and worship.

We are in the process of establishing a new website, in the meantime, our webpages and some further information about us can be found at <https://www.achurchnearyou.com/church/627/>

### **Job Purpose / Summary**

The purpose of this role is to work closely with the vicars in both parishes to help develop and support children and families ministries that are imaginative, theologically grounded, and spiritually nurturing. The successful candidate will use a variety of creative methods to encourage children to explore faith in exciting and accessible ways, and to provide opportunities for them to encounter God for themselves. The postholder will then support the parish to share these successful methods with other churches.

The postholder will also play a vital role in building relationships with local schools and families in the community, helping them to connect with the church and meet Jesus, as well as offering pastoral support to families already within the church. In addition, they will also have a key responsibility to recruit, train and support a team of volunteers to resource and sustain the ministry.

The role will initially be shared between the two parishes and in time will involve working closely with another parish to support the development and implementation of children and family ministry programmes there. Working locations will be varied. While the specific working pattern will be agreed with the successful candidate and will need to be kept under review as the role progresses, it is envisaged that the postholder will spend the equivalent of one and a half to two days a week working on projects relating to the parish of St Clement with St Peter and three days a week in St Barnabas with Christ Chapel.



## Key Responsibilities

This is a dynamic and evolving role requiring someone who is flexible, creative, and prayerfully responsive to the needs of each context. One parish has a well-established and flourishing children's ministry; the other is in an exciting stage of development. We recognise that the work will grow and shift over time in response to God's leading. The following responsibilities give a sense of the scope and priorities of the role:

### 1. Leadership & Delivery

- Build relationships across both parishes, schools, and communities to understand the unique needs, opportunities, and character of each setting.
- Work with the vicars to develop a clear vision for the discipleship and faith formation of children and families, both on Sundays and midweek.
- Maintain and support established programmes at St Barnabas, including PlayTime!, Sunday School groups, and Messy Church and be supportive of the significant role of Dulwich Children's Choir within the life of the church.
- Enable, facilitate and increase the frequency of PlayTime! toddler church at St Clement with St Peter to a weekly gathering.
- Establish and lead Sunday School at St Clement and St Peter at least 2-3 times a month.
- Support children in growing as confident disciples of Jesus and as active participants in the church community.
- Contribute to catechetical programmes and sacramental preparation (e.g., First Communion and Confirmation), ensuring children are integrated into the life of the church.
- Recruit, train, support, and nurture volunteers for children's ministry in both parishes
- Offer pastoral care and prayerful support to volunteers and families.
- Explore and implement ways of equipping parents to disciple their children at home.
- Oversee a modest budget and manage relevant resources.
- Working with the Diocese of Southwark and the Vicars, actively support and work alongside another Parish to implement the new model of ministry and contribute to the sharing and learnings from the experience at St Clement's with other parishes across the Diocese.

### 2. Safeguarding

- Commitment to safeguarding, ensuring team members and volunteers have valid DBS checks and are fully trained and equipped.
- Ensure that safeguarding policies are followed and that robust safeguarding practice is fully embedded in all aspects of the children's ministry.
- Risk management, including preparing risk assessments for activities and events.
- Plan for and integrate children with additional needs.

### 3. Staff Team

- Attend team and parish meetings as required.
- Be part of the team, undertaking occasional and various responsibilities as they arise.
- Use a wide variety of creative methods (e.g. sensory play, drama, music, science experiments, indoor and outdoor play, Makaton storytelling) to encourage children to explore faith in imaginative and exciting ways and encourage the wider team to learn new approaches.
- Confidently teach children about the Christian faith.

## Person Specification

This post is subject to an occupational requirement that the postholder be a practising Christian under Part 1 of Schedule 9 of the Equality Act.

We also expect that the successful candidate is an active member of St Barnabas/St Clements or is prepared to become so.

It is a requirement of this role that a satisfactory Enhanced DBS check takes place before commencement.

Essential	Desirable
<b>Faith and values</b>	
Practicing Christian	
Committed to the spiritual and emotional development of all the family.	
Has a heart of an evangelist and desire to reach children and families outside of the church	
Committed to fostering an inclusive environment which enables people from a diverse range of backgrounds to engage and flourish	
Committed to ministry in the power of the Spirit	
Committed to making Jesus known	
Committed to church feeling like family	
Committed to the bible being a source of truth children and caregivers can go to	
Committed to discipling the children and families	
Committed to every church in the network impacting their local area	
<b>Experience and qualifications</b>	
Experience in working with families and children	Prior experience working with children with additional needs or be willing to attend relevant training.
Experience in teaching and leading groups of children; communicating in a fun and relevant way	Knowledge of the Church of England organisational structures, policies and procedures
Some experience of being a part of or leading group discussions	
<b>Skills/Aptitudes</b>	
Ability to create a dynamic and fun environment for young children	
Good with people, and ability to recruit, lead and pastor a range of volunteers	
A self-starter able to work on their own initiative and manage their own workload well	
Confident in interacting with parents and caregivers	
Adaptable to new opportunities and able to proactively engage with unexpected challenges that can occur in church life	
Good organisational skills and comfortable within a	

team environment	
Understand the importance of confidentiality and to behave accordingly	
Computer and social media literate	
Ability to run an event from initial planning to review	
Able to work on Sundays to attend services. The role holder will need to be available to work key dates and events, including Christmas services, Easter services and other special services.	
<b>Character and personal qualities</b>	
Be a team player	







The Diocese of  
**Southwark**

## TERMS AND CONDITIONS

### Children and Families Worker

A fixed term, full-time role funded until 30 June 2028, with the possibility of extension.

### Outline terms and conditions

#### Employer

You will be employed by the South London Church Fund and Southwark Diocesan Board of Finance whose registered office is at Trinity House, 4 Chapel Court, Borough High Street, London SE1 1HW.

#### Normal Place of Work

St Barnabas with Christ Chapel, 38 Calton Avenue, London, SE21 7DG and St Clement with St Peter, 140 Friern Road, London SE22 0AY.

#### Salary

The post has a salary of £31,000 per annum.

#### Probation

The appointment is subject to the satisfactory completion of a six-month probationary period.

#### Hours of work

35 hours per week, including Sunday's and evenings where necessary.

#### Holiday Entitlement

You will receive 26 days annual leave per annum, increasing to 31 days after 2 years' service. There is also an entitlement to 8 national bank holidays.

The leave year runs from 1st January to 31st December.

#### Sick Pay

Sick Pay is paid at full pay and half pay rates dependent on length of service, details of which are contained in the contract of employment. Where the right to Diocesan Sick Pay has not been established or it has been exhausted, then Statutory Sick Pay provisions will apply.

#### Season Ticket Loan

An interest free season ticket loan is available upon satisfactory completion of the probation period.

#### Cycle to Work Scheme

The Diocese is part of the scheme that enable staff to purchase a cycle and equipment for cycling to work, through a salary sacrifice scheme.

## **Pension**

A non-contributory pension will normally be arranged with the Church Workers' Pension Fund, currently a 15% employer's contribution.

## **Employee Assistance Programme**

A free and confidential employee assistance programme providing support to staff in a number of areas, including benefits advice, caring responsibilities, and counselling support is available 24 hours a day 7 days a week.

## **Working Expenses**

Reasonable out of pocket expenses will be reimbursed.

## **Termination of Employment**

During the six-month probationary period one week's notice is required on either side. Thereafter you will be required to give three months' notice should you wish to resign and will receive a minimum of three months' notice.

## **Equality and Diversity**

All staff are expected to demonstrate the value of 'Respect for All' and follow any guidelines and policies relating to equality and diversity, and equal opportunities.

## **Equal Opportunities**

The Diocese has a strong commitment to equal opportunities and will not discriminate on the grounds of race, nationality, age, sex, disability, marital status, sexual orientation, religion or belief. Its employees are expected to abide by the Equal Opportunities Policy which embodies these principles.

## **Disciplinary and Grievance Procedures**

Further details would be provided in the contract of employment that would be issued on appointment.

## **Health and Safety**

Employees must look after their own health, safety and welfare and be mindful of other persons who may be affected by their acts. Employees must co-operate and comply with management instructions regarding Health and Safety issues and report all accidents, incidents and problems as soon as practicable to their supervisor, manager or other senior members of staff available.

## **Confidentiality**

Maintaining confidentiality and preserving the integrity of our work in the Diocese is very important. You will not, except as authorised by the Diocese, or as required by law or your duties, use, divulge or disclose to any person, firm or organisation any information about individuals, parishes or the Diocese, or other confidential information relating to the organisation, finances, parishes, dealing and affairs of the Diocese which may come to your knowledge during your employment.

## **Any Other Duties**

A core value of Diocesan staff is collaborative team working. The responsibilities outlined above cannot totally encompass or define all tasks which may be required of the postholder, and you may be asked to perform any other duty as directed from time to time.

## Background Information to the Diocese of Southwark

The Diocese of Southwark, founded in 1905, forms part of the Province of Canterbury in England and is part of the wider Church of England, in turn part of the worldwide Anglican Communion.

The Diocese covers fifteen Local Planning Authorities (in part or wholly).

The Diocese seeks to be a Christian presence and to share the Christian faith in each of its parishes through the mission and ministry of its clergy, congregations, schools and chaplaincies and works to promote the common good, with a particular concern for those most in need.

The Diocese of Southwark serves...

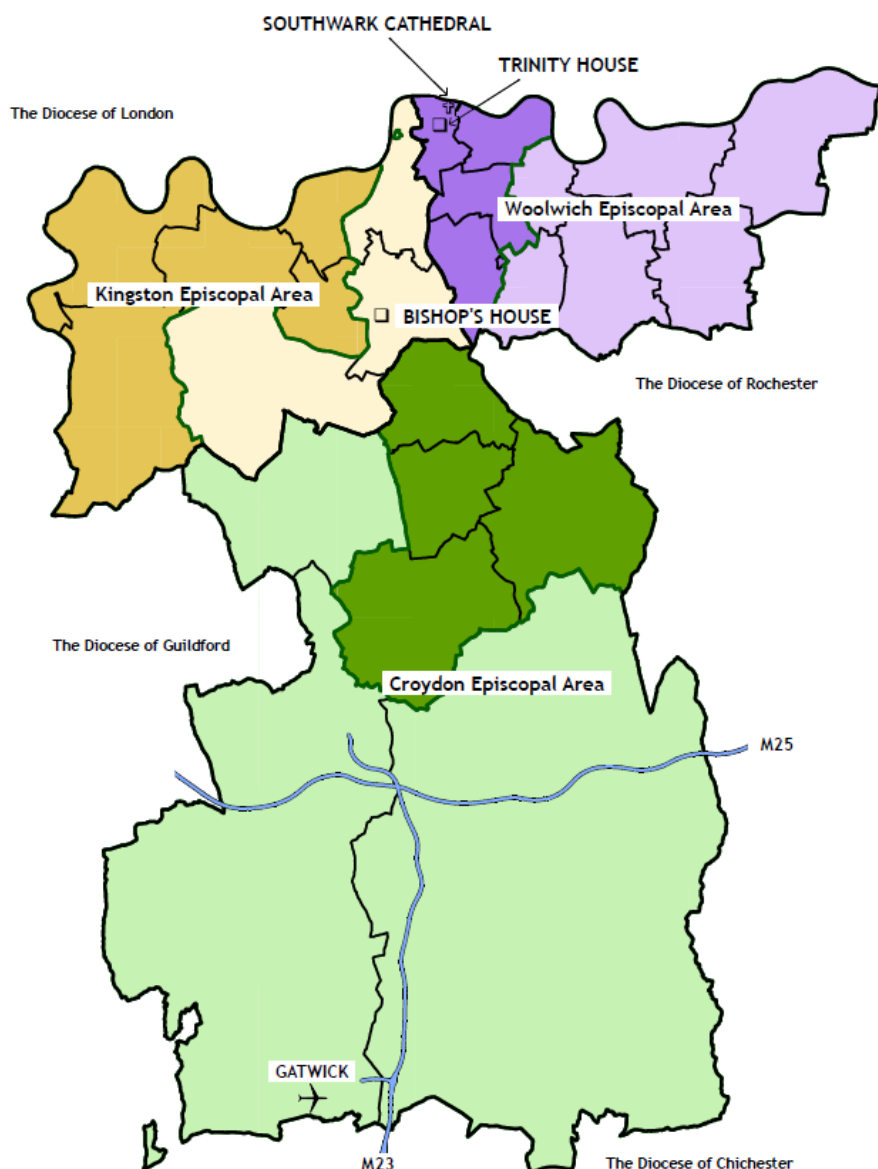


**2.9 million** people

in the **16** local authorities of South London and East Surrey

through **356** places of worship – a church of England presence in every community

and **103** church schools educating more than **37,000** young people



The Diocese is divided into six archdeaconries and twenty-five deaneries, overseen by the Bishop of Southwark, who is supported in his pastoral work in the Diocese by three area bishops, the Bishop of Kingston, Bishop of Woolwich, and Bishop of Croydon, as well as six archdeacons.

The statutory work of the Church and support to the parishes is provided by the staff of the Diocesan office, located in Trinity House, Southwark.

### Trinity House and the Area Offices

Trinity House houses the Diocesan office where most of the executive and professional staff of the Diocese are based. Trinity House is under the overall direction of the Diocesan Secretary who reports to Bishop Christopher, our Diocesan Bishop. Trinity House is just off Borough High Street, within a quarter of a mile of Southwark Cathedral.

# SOUTHWARK VISION 2024 – 2035

## Christ Centred | Outward Focused

Southwark is a diverse and vibrant Diocese in so many ways, from the energy of the inner city to the beauty of the Surrey Hills. We are one of the largest Dioceses in the Church of England, serving the people of South London and East Surrey. We take joy in the distinctiveness and variety of God's gifts and people. You will find churches that offer welcome, care and dignity in Christ's name to their parishes; chaplains walking along side those in education, hospitals, and prison; and pioneering communities seeking to reach out and serve in new ways.

Our vision is founded on mutual commitment, speaking well of one another and walking together in the pilgrimage of faith. Supporting, encouraging, and resourcing each other in our common task, we seek to be a Diocese that is Christ centred and outward focused.

### Our priorities are:



#### Parishes

We value all our parishes and are committed to enabling and serving them, so they can minister to the whole people of God in their local context.



#### Ministry

We will maintain the highest possible number of stipendiary clergy and grow our lay ministries. We will ensure that our parishes are served by well-resourced and well-supported clergy, including self-supporting ministers. We will continue to foster and grow our lay ministries including new pipelines for children and youth workers in ministry.



#### Growth

We will grow our existing churches, including revitalisation initiatives, and establish new worshipping communities. We want to see our Diocese surpassing pre-pandemic levels of attendance in the next five years, to include mixed ecology of worship patterns Sunday to Saturday and grow a further 10% by 2035.



#### Youth & Diversity

We are committed to becoming a younger, more diverse Diocese. We wish to see our churches evolve to better reflect the communities in which they serve and the gifts of the whole people of God.



#### Deepening our discipleship

Christ is at the heart of our faith and we will only grow by being intentional about going deeper in our journey with him, replicating our learning and sharing our resources.



#### Healing

We will seek God's healing for our communities and our world. Christ's call for healing and reconciliation requires us to grapple with many of the issues that we face including safeguarding, social justice, racial justice and care for creation.





The staff who work across the whole Diocese have a core purpose and values that set out their role in supporting the Diocese achieve its Vision and priorities. These are known under the banner of ‘Lead, Enable, serve’ and are summarised in the table that follows below.

<p><b>DIOCESAN STAFF PURPOSE</b></p> <p><b>To serve, support, lead, and enable the mission of the God as it is worked out in the parishes, deaneries, schools and communities of the Diocese of Southwark.</b></p>
<p><b>DIOCESAN STAFF AIMS</b></p> <ul style="list-style-type: none"><li>• To support our parishes and clergy so that they are energised, equipped, and empowered through specialist advice, leadership in ministry, training and development, good housing and by building effective relationships.</li><li>• To meet our statutory and regulatory obligations, and to be proactive in leading and disseminating good practice.</li><li>• To evaluate and allocate resources effectively, in line with the vision, aims, values, and policies of the Diocese.</li><li>• To resource, and support mission and evangelism, vocational discernment, training, and ongoing development for lay and ordained ministries.</li><li>• To ensure that all our structures, policies, practices and the way in which we communicate are fit for purpose now and in the future, through regular review and continuous improvement.</li></ul>
<p><b>DIOCESAN STAFF VALUES</b></p> <ul style="list-style-type: none"><li>• Effective Stewardship of resources</li><li>• Collaborative Team Working</li><li>• Respect for all</li><li>• Transparent Accountability</li></ul>