
Racial Justice Programme

Shades Worker

Information for Applicants

August 2026

A Message from Bishop David

Welcome and thank you for your interest in the role of Shades Worker. As a diocese we share a long-held commitment to racial justice, firmly rooted in our mission to foster equality, unity, and inclusion, while actively confronting the realities of racism. We are working to create environments in our parishes, chaplaincies and schools where the values of hospitality, welcome and generosity lie at the heart of our mission.

One of our projects, the Shades diversity and anti-racism programme, has been hugely successful in Bolton Deanery. Due to its positive impact, we are now expanding this important programme with the aim of engaging more young people in our schools and parishes across the diocese. As part of this expansion, we are seeking to appoint an additional dedicated and collaborative Shades Worker to help drive this work forward.

This is part of a ten-year Transformation Programme, aligned with the national Vision and Strategy, for which we have recently achieved significant funding from the Church Commissioners. We are therefore well-resourced to take forward a wide range of programmes and projects to ensure the future missional health of parishes across our diocese. This recent support along with the rich history of and variety in our diocese, makes it a wonderful place to engage in Gospel ministry.

We are very much looking forward to welcoming our new Shades Worker to the diocese and supporting them with their work.

Yours in Christ,

A handwritten signature in black ink, appearing to read '+ David Walker'.

The Rt Revd Dr David Walker,
Bishop of Manchester



About Us

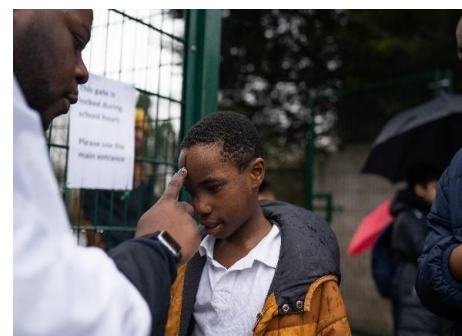
Manchester Diocese serves a vibrant, dynamic and creative community in the North West of England. It covers an area of 416 square miles and has a total population of 2.2 million. The diocese is divided into four archdeaconries, seven deaneries and 33 mission communities. There are more than 300 places of worship and chaplaincies, which are organised into 256 parishes and 175 benefices.

Geographically, the diocese takes in the two cities of Salford and Manchester and the metropolitan boroughs of Oldham, Rochdale, Bury and Bolton. Parts of the metropolitan boroughs of Wigan, Trafford, Stockport, Tameside and Blackburn with Darwen, and most of the borough of Rossendale in Lancashire, are also within the diocese. It has the fourth highest population density of any diocese in the Church of England.

While predominantly urban, a significant portion of the diocese is rural, although less than 3% of the diocese's population resides in these areas. 125 (48%) of our parishes fall within the 10% most deprived areas nationally. Additionally, 25% of the population in the diocese identifies as having a Global Majority Heritage background.

Parishes and chaplaincies across our diocese are supported by the Diocesan Board of Finance, based at St John's House in Bury town centre. This team works with churches and congregations across the diocese to achieve our strategy and our mission goals. It also provides support with clergy stipends and housing, finance, safeguarding and governance.

Across the diocese, 193 Church of England primary and secondary schools educate over 58,000 pupils. These schools are mostly funded by local authorities, with the diocese providing support with religious education and Christian ethos, governance, the recruitment of head teachers, admissions, and building projects. The team which supports these schools is also based at St John's House, as part of the Diocesan Board of Education.



Shades Diversity and Anti-Racism Project

Shades is a racial justice and faith project, designed to support schools and churches to be a place of belonging and flourishing for everyone. Celebrating the rich diversity of our communities, helping to embed anti-racist practice within our schools and churches and developing fresh approaches to discipleship.

The 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 Shades Team works with Church of England primary and secondary schools and parishes across Manchester Diocese.

This project developed out of discipleship approaches being delivered as part of the Children Changing Places project in Bolton deanery and includes Shades collective worship, Shades Safe Space Workshops, Shades Ambassadors (discipleship) groups and Shades CPD training sessions for school staff teams.

Inspired by feedback from pupils taking part in the Children Changing Places project, the legacy of George Floyd Jr and the subsequent 'Lament to Action framework from Archbishops' Anti- Racism Taskforce, the Shades project was created.

Our work is responding not only to conversations with pupils in our diocese but also the concerning findings of a YMCA Young and Black report (2020). The report found that:

- 49% of respondents said they believed racism was the biggest barrier to academic attainment
- 50% of children and young people felt that the biggest barrier is teacher perceptions of them – e.g. being seen as “too aggressive.”
- 70% of students feel under pressure over their Afro hair
- 95% hear racist language regularly in school.

Project Aims

Educating and celebrating Black History role models and the contributions which Black people have made in the UK and worldwide.

Developing **empathy and understanding** around racial diversity and acceptance in school, church and communities

Helping to improve the **sense of belonging** for children and young people in school, church, the wider community and home.

Instilling dignity and belonging and promote a strong sense of **racial identity** for Global Majority children in school, church, and wider community. Help to prepare all children to be students who stand against racial injustice and celebrate who God has made them to be.

Sharing God's love and teaching all children and young people that they are created in the image of God. Create the building blocks for all children to grow spiritually and flourish. Remove racial barriers to children experiencing faith in school/church, and instil acceptance and belonging.

Providing **training support for school leadership teams** with accessible tools to:

- Understand the impact that racism may have on the mental health of Black and Global Majority students
- Embed anti-racist practice within their curriculum, provide a safe space for learning.
- Awareness of anti-racist practice and key terminology
- How attitudes, experiences and beliefs may impact on work with Black, Asian and Global majority children.

Shades is part of Manchester Diocese's wider Racial Justice Programme which also includes:

- providing direct support for our Global Majority Heritage congregations, through the work of our Intercultural Mission Enabler.
- offering development and training to our clergy and lay leaders, enabling our parishes to welcome people from all backgrounds and ensure they are supportive of and open to the recruitment of clergy and lay people from GMH backgrounds.
- awarding grants for innovative local parish projects.



Role Description

Purpose

The Shades Project, launched in 2021, developed out of fresh discipleship approaches across schools and churches as part of the Children Changing Places project in the Bolton deanery. Shades 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 Worker will support the Shades Project Lead in delivering the Shades Project in primary and secondary schools across Manchester Diocese. 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 Worker will work alongside parish youth groups and clergy teams in delivering the Shades Project across Manchester Diocese.

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

Accountability

The post is line managed by the Shades Project Lead.

Key Relationships

The Shades Worker will work closely with the Shades Project Lead, the Youth Worker (Digital) and other members of the Shades team.

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.

Key Tasks

- Support the Shades Project Lead in the development and delivery of the Shades Project in primary and secondary schools including Shades Collective Worship and Shades 'safe space' workshops.
- Lead and grow Shades Ambassadors groups in primary and secondary schools.
- Support the Shades Project Lead in the delivery of Shades CPD (Continuing Professional Development) sessions to staff teams in 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.
- Develop creative ways for young people to engage with the Christian faith in schools and parishes across Manchester Diocese.
- 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 and Youth Worker (Digital) 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	A Levels or equivalent Level 3 qualifications
	Degree or equivalent qualification
Experience	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	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

	Ability to work effectively and professionally with students and staff in a school context
	Ability to build a strong network of working partnerships across a range of organisations and contexts
	Ability to employ research and creative skills to develop a range of resources
Personal Qualities	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	Able to work flexibly with some evening and weekend work
	Willingness to travel across Manchester Diocese (car not essential)

There is an Occupational Requirement for the post holder to be a practising Christian, in accordance with Schedule 9 of the Equality Act 2010.

Eligibility and pre-employment enquiries

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

For an informal conversation about this post please contact Nicola Scott, Shades Project Lead at ni-colascott@manchester.anglican.org

Summary of Terms and Conditions of Employment

Employer	Manchester Diocesan Board of Finance (MDBF)
Line Manager	Shades Project Lead
Probation	Appointment is subject to a 4-month probationary period
Location	Remote working in schools and parishes around Manchester Diocese
Hours	Full Time - 35 hours per week
Salary	Full time - £28,955 - £33,409 per annum
Contract	Fixed Term to 31 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 thereafter, in addition to bank holidays and 3 church days

Additional Information

Application timetable

The closing date for applications is **Monday 14 September 2026 at 5pm.**

Shortlisted candidates will be notified by **Wednesday 16 September 2026.**

The interviews are scheduled for **Tuesday 22 September 2026** at St John's House, 155-163 The Rock, Bury BL9 0ND. Further details will be provided to shortlisted candidates.