

DIOCESE
OF EXETER



Plymouth

Flourish Lead Worker

Application Pack

June 2026



ST PANCRAS CHURCH

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BRAVERY. LOVE. LEGACY

Application Pack

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Dear Candidate

Thank you for expressing an interest in the post of FLOURISH Lead Worker.

Following a successful grant application, the Diocese of Exeter is seeking to appoint a passionate and dynamic leader to develop a FLOURISH project. The successful candidate will be based at All Saints Church of England Academy, Plymouth in conjunction with St Pancras Church, Plymouth.

All Saints Church of England Academy is a vibrant and ambitious Church school where inclusion, social justice, and faith sits at the heart of the vision. St Pancras is a church centred on loving God, loving church and loving community. Both the school and the church are situated in the vibrant water-front city of Plymouth known as 'Britain's Ocean City'.

FLOURISH is a strategic partnership between All Saints Church of England Academy and St Pancras Church in partnership with the Diocese of Exeter with the aim of incorporating the voice of young people into establishing and serving an intergenerational worshipping community in All Saints Church of England Academy for the flourishing of children and adults alike.

Are you someone with experience in leading children and young people in Christian discipleship and who is innovative and energetic, confident and approachable, and capable of working within a diverse team as well as independently? Do you quickly build relationships with children of all ages and thrive on supporting them to develop their skills? Do you understand the unique needs of the local communities and how to draw alongside the families within these communities? Do you have a love for Jesus and enthusiasm for fresh expressions of faith? If so, then this could be the perfect role for you.

To enable this exciting new project to succeed, we are seeking to appoint someone who:

- Has a strong and active Christian faith (there is a Genuine Occupational Requirement for the postholder to be a committed Christian)
- Has experience of working with children, young people, or families from a range of demographics
- Is able to support young people to explore and discover faith
- Has experience of working in schools (desirable)
- Has experience of playing a significant role in the life of a church community
- Has the ability to build a church community
- Demonstrates a clear understanding of the community they will be working in
- Has empathy and an understanding of the various needs within the community
- Is a good team worker, with excellent communication and interpersonal skills
- Is a creative and strategic thinker
- Is committed to the best safeguarding practices
- Has a commitment to continue developing their own skills

The role is conditional upon the holder undertaking an enhanced DBS check (with barred list) and being entitled to work in the UK.

Post Information

- Full time (36.25 hours per week) with expectation for working flexibly and some weekend/evening work.
- Holidays to be taken during school holidays or term time by negotiation with the line manager.
- To commence on 1st September 2026 for a fixed 3-year period until 31st August 2029, after which it will be reviewed.
- **Salary:** £35,875 per annum
- **Closing date for applications:** Monday 6th July 2026 @ 9.00am
- **Interviews:** 15th July 2026

Working Pattern:

- Hours to be flexible, weekdays as well as some Sunday mornings and commitments during school holidays.
- While the post holder will be an employee of the Exeter Diocesan Board of Finance and line-managed locally, with oversight from the Exeter Diocesan Board of Finance, the policies and procedures of All Saints Church of England Academy and St Pancras Church, Plymouth will also apply.

This role is funded through Church Commissioners' funding available for up to five years in support of the Pray, Grow, Serve 2035 programme. The appointment is therefore offered on a fixed term contract for an initial period of up to three years. Any extension would be subject to the continuation of funding and is not guaranteed.

As a Diocese, we aim to represent the rich diversity of the community we serve. We are committed to inclusion across race, gender, age, differing abilities, identity and experience. We welcome all applications. Our church is for everyone and so is our workplace.

Section 2: Role Description

DETAILS	
Role Title	FLOURISH Lead Worker - Plymouth
Department	Education Team
Responsible to	To be confirmed upon appointment
Contract Type	Full time, 3 Year Fixed Term
Hours	36.25 hours per week (1.0 FTE]
Normal Place of Work	All Saints Church of England Academy, Plymouth and St Pancras Church, Plymouth with travel expected throughout Devon
Responsible for	Developing the FLOURISH worshipping community
Date of Issue	June 2026
NATURE OF WORK	
<p>Role Purpose: FLOURISH is an innovative pilot project which is taking place in schools across the country, seeking to start new, intergenerational worshipping communities within schools. Each FLOURISH project is unique and we are looking for a highly motivated, enthusiastic and committed leader, who will prayerfully and creatively develop & lead the project at All Saints Church of England Academy, Plymouth in connection with St Pancras Church.</p> <p>The aim of the Pilot Project is to start, develop and lead a new worshipping community at the school, embodying the five core principles underpinning the FLOURISH initiative:</p> <ol style="list-style-type: none"> 1. Ensure that young people’s voices are instinctively at the centre of all leadership decision-making and implementation 2. Clearly articulated and shared purpose to grow a younger and more diverse community of Christian disciples 3. Strategic leadership partnership between the All Saints Church of England Academy and St Pancras Church 4. Develop intergenerational faith experiences involving children, their families and the wider community of all ages 5. Develop worship that is fully integrated into the regular rhythms, practices, structures and resources of the school’s vision for flourishing of children and adults <p>We are seeking to appoint someone to work with the students in All Saints Church of England Academy, involving them in the journey of exploring and discovering faith and of creating a brand-new intergenerational worshipping community.</p>	
<p>The new role: The main aim of the FLOURISH School Lead role is to develop a vision for how a new intergenerational worshipping community can be started within the life of All Saints Church of England Academy and then to establish & lead implementation of the vision and strategy. This will include:</p>	

- Collaborating with school staff, and being available to be involved with the regular pattern of collective worship in the school, and with other opportunities for spiritual development
- Working with children in the school, giving them opportunities to help shape the direction of the new worshipping community as it is established
- Collaborating with All Saints Academy and St Pancras Church, so that new intergenerational worship opportunities can be established, including ensuring this builds on and enhances current provision
- Playing a significant role in the life of the school and church community
- Having the flexibility to work during the school day (for example within existing patterns of Collective Worship and times for spirituality), and outside of school hours including some weekend work
- Furthering links between church, school and home, including through attending community events
- Engaging with national FLOURISH resources and training and opportunities offered by organisations partnering with the national FLOURISH initiative
- Participating proactively in Growing Faith/FLOURISH worker EDBF networks
- Exploring ways to keep the new worshipping community engaged during the school holidays
- Collaborating with the church to explore opportunities for children and their families to continue as members of FLOURISH, or other worshipping opportunities within the church, as children move on from the school
- Collating and submitting project evaluation data, working with the Diocesan and national FLOURISH teams to assess the impact of the pilot, and helping the wider church to learn lessons for future FLOURISH projects and growing faith work.

This role will require to apply for an enhanced DBS check (with barred list) from the Disclosure and Barring Service in connection with this role.

Locations

All Saints Church of England Academy, Plymouth

"I have come that they may have life and have it to the full." John 10:10
 At All Saints Academy, our vision is inspired by the words of Jesus and our commitment to providing transformational education that enables every member of our community to flourish. Guided by our values of Love, Legacy and Bravery, we are seeking an exceptional individual to lead and develop our FLOURISH pilot project as we continue to strengthen the distinctive Christian character of our academy.
 This is an exciting opportunity to work at the intersection of education, faith, community engagement and social justice, helping young people discover purpose, belonging and hope whilst ensuring that their voices shape the life of our school and wider community.

St Pancras Church

St Pancras is a church centred on loving God, loving church and loving our community. We seek to be a welcoming community of faith, where everyone in our community, of whatever age and background, is able to encounter the love of God for themselves. We are keen to encourage and equip Christians to live their lives Jesus' way. St Pancras has a long record of working collaboratively with our local schools and community organisations, and we are excited about the way that FLOURISH will enable the wider worshipping community in Pennycross to continue to grow younger and more intergenerational.
 Together with All Saints Academy and Exeter Diocese we are seeking to appoint someone who will work with students at All Saints and their families, to enable a new worshipping community at the Academy which will be led and shaped by the

	young people themselves. This work will be fully supported by St Pancras and will build on the existing work of volunteer chaplains from St Pancras and other nearby churches. We anticipate that the FLOURISH lead will have the initiative and capacity to develop this work.
Role Area	Main Duties and Responsibilities
Leadership	<p>Create a worshipping community which:</p> <ol style="list-style-type: none"> 1. Ensure that young people’s voices are instinctively at the centre of all leadership decision-making and implementation 2. Clearly articulated and shared purpose to grow a younger and more diverse community of Christian disciples 3. Strategic leadership partnership between the All Saints Church of England Academy and St Pancras Church 4. Develop intergenerational faith experiences involving children, their families and the wider community of all ages 5. Develop worship that is fully integrated into the regular rhythms, practices, structures and resources of the school’s vision for flourishing of children and adults
Strategic Development	<ul style="list-style-type: none"> • Work with church, school and Diocese to shape a vision and strategy for the FLOURISH community • Identify routes to secure additional funding for hospitality resources
Policies, Processes and Procedures	<ul style="list-style-type: none"> • Ensure familiarity and follow church and school policies, processes and procedures • Contribute to the effective monitoring and evaluation processes and use these to make suggestions for improvements for the FLOURISH work
Information Management	<ul style="list-style-type: none"> • Maintain confidentiality at all times • Keep accurate notes, correspondence and records and file with church and school as appropriate • Ensure information management systems and policies are adhered to, including social media, GDPR and the Data Protection Act (2025)
Team Working	<ul style="list-style-type: none"> • Work alongside colleagues (internal and external) to ensure that the school, church and FLOURISH community prosper • Work flexibly ensuring that at all times the needs of the service are respected and prioritised • Liaise, as required, with Diocesan officers, school leaders and church leaders (incumbents, PCCs, and Archdeacons) • Undertake other duties as may reasonably be expected • At all times to work respectfully with colleagues and address any differences of opinion with professional courtesy
Relationship Building	<ul style="list-style-type: none"> • Maintain excellent relationships between church, school and households by being a key and visible contact • Enrich links between church and school ensuring the school is a central part of the local and Diocesan mission
Safeguarding	<ul style="list-style-type: none"> • Ensure safeguarding policies and practices are adhered to • Undertake school safeguarding level 2 training and church foundation C1 training
Equality and Diversity	<ul style="list-style-type: none"> • Role model inclusive behaviours in day to day working practices • Work in accordance with equity, diversity, inclusive and justice policy and practice.

PERSON SPECIFICATION

The following areas outline the qualifications, training, experience, and technical abilities beneficial for this role.

	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> • A strong and active Christian faith, with a willingness to play an active part in the staff team at both All Saints Academy and St Pancras Church, Plymouth (this post carries a Genuine Occupational Requirement for the postholder to be a committed Christian) • A minimum of 5 GCSEs grade 9-4 or A-C including maths and English 	<ul style="list-style-type: none"> • Relevant training or qualifications in children’s work, youth work, family support, community engagement, or ministry
Experience	<ul style="list-style-type: none"> • Experience of working with children, young people, or families from a range of demographics • Experience of helping young people explore and discover faith • Experience of working in schools • Experience of playing a significant role in the life of a church community • Able to act with initiative and work effectively as part of a wider team across school and church communities • Demonstrate a clear understanding of the community they will be working in 	<ul style="list-style-type: none"> • Experience of leading or supporting a diverse Christian community
Technical	<ul style="list-style-type: none"> • Ability to organise and manage a flexible working timetable in partnership with others • Ability to manage workload and meet deadlines • Strong communication and interpersonal skills, with the ability to communicate effectively to a diverse audience • Ability to think creatively and strategically • Ability to evaluate impact and report to others 	<ul style="list-style-type: none"> • Strong IT skills
General Requirements	<ul style="list-style-type: none"> • Empathy and understanding of the various needs within the community • Ability and commitment to collaborative working • Commitment to best safeguarding practices • Commitment to ongoing personal and professional development • Strong verbal and written communication 	<ul style="list-style-type: none"> • Experience in motivating and empowering volunteers • Awareness of health and safety
Personal Requirements	<ul style="list-style-type: none"> • Committed to seeing children and young people flourish at all stages of development • Ability to develop young people’s leadership skills • Confident in communicating with a diverse range of stakeholders • Commitment to supporting children and young people as they explore faith and discipleship • A team player who works well within school and church settings • A person of integrity and a positive Christian role model within the community 	<ul style="list-style-type: none"> • Proven ability to see a project through from start to implementation

ROLE COMPETENCIES

The following competencies outline the typical strengths, abilities, and behaviours expected to fulfil the role.

Setting Direction	Seeing the Big Picture:	<ul style="list-style-type: none"> • Shaping and sharing the vision and developing strategy for the creation of a new intergenerational worshipping community • Understand the nuance of local context and needs of community • Understand how your work supports the wider objectives of the school, church and diocese • Stay updated on areas effecting your work and show curiosity and interest in expanding your knowledge
	Changing and Improving:	<ul style="list-style-type: none"> • Ability to quickly identify current provision within the church and school • Build on current practice and identify next steps to make the vision a reality • Respond positively to new situations and change, adopting a proactive approach • Give and receive feedback, regularly reviewing your work to improve • Provide creative solutions and overcome barriers to delivery • Adapt to different working styles of schools, churches and key personnel to facilitate collaboration
	Making Effective Decisions:	<ul style="list-style-type: none"> • Gather, verify and assess relevant information to understand situations accurately • Understand the needs of the church, school and households including hopes, reality and challenges • Active listening and strong communication to aid effective decision making • Understand the opportunities, constraints and limitations of the role
Engaging People	Leadership:	<ul style="list-style-type: none"> • Create a welcoming, safe and inclusive worshipping community • Enthuse others to live out the vision • Provide opportunities for faith and discipleship exploration • Role model and promote high standards of practice and behaviour • Handle sensitive situations sensitively seeking school/church /Diocese leadership support when necessary
	Communicating and Influencing:	<ul style="list-style-type: none"> • Enthuse and empower young people to lead • Clear communication, including providing regular updates to the Diocese • Regular meetings with church and school leaders to inform of progress and to agree next steps
	Working Together:	<ul style="list-style-type: none"> • Accept responsibility and accountability for your work, being aware of your actions • Equity of opportunity for the young people who could be involved • Collaborate strongly with church and school leadership • Work independently and as part of a team • Motivate a volunteer body • Consider colleagues and your own wellbeing

Delivering Results	Developing Self and Others:	<ul style="list-style-type: none"> • Engage in agreed Diocesan/national networks and training • Build strong professional relationships across community • Support and train young people and volunteers • Recognise signs of stress in yourself and others and seek appropriate support
	Managing a Quality Service:	<ul style="list-style-type: none"> • Maintain a can-do attitude, organise your work, prioritise workload, use initiative and be a self-starter • Strong record keeping and reporting • Adhere to timetable and deadlines • Ensure safeguarding, health and safety and GDPR requirements are adhered to • Follow policies and procedures of school and church • Be reliable and maintain a consistent approach
	Delivering at Pace	<ul style="list-style-type: none"> • Manage your time effectively, thinking ahead to make sure that work is completed on schedule • Stay focused on delivery, ensuring you have the tools and resources needed • Work calmly under pressure to meet deadlines, handle conflicting priorities and manage resource constraints

Section 3: Locations

All Saints Church of England Academy

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ACADEMY PLYMOUTH

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ST PANCRAS CHURCH

Home Loving God Loving Church Loving Community

St Pancras Church

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St Pancras Church, together with All Saints Academy and Exeter Diocese we are seeking to

appoint someone who will work with students at All Saints and their families, to enable a new worshipping community at the Academy which will be led and shaped by the young people themselves.

This work will be fully supported by St Pancras Church and will build on the existing work of volunteer chaplains from St Pancras and other nearby churches.

Section 3: How to Apply

To apply for this role, please complete the application form. This will require preparing and submitting the following:

A copy of the Role Description and Person Specification is attached. For a conversation about the role please contact Michala Firth on 07889 542631 or via email:

michala.firth@exeter.anglican.org

All applications will be acknowledged upon receipt. Please note we are unable to accept CVs and only fully completed application forms will be considered. We reserve the right to close this advert early should we receive sufficient applications.

As part of safer recruitment, online searches will be carried out for shortlisted candidates, references will be requested prior to interview and an enhanced DBS check with children's barred list check will be required for successful applicants.

All Saints Academy, St Pancras and the Exeter Diocesan Board of Finance are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974.

If you are interested in applying for the role, please send your application to Michala Firth via email michala.firth@exeter.anglican.org:

Closing date for applications	Monday 6 July 2026 9am
Candidates notified of shortlisting	Week beginning 6 July 2026
Interview date with Selection Panel	15 July 2026

Confirmation of the appointment will be subject to satisfactory references and an Enhanced DBS disclosure.

The successful candidate will also need to have the right to live and work in the United Kingdom and undergo a pre-appointment occupational health clearance.

Thank you for your interest in our organisation.