

DIOCESE
OF EXETER



Ilfracombe Flourish Lead Worker

Application Pack

June 2026



Application Pack

Contents	Page
A Message to Our Candidates	03
1.1. Message	
1.2. Post Information	
Section 2: Role Description	05
Section 3: Locations	11
1.3. Ilfracombe Church of England Academy	
1.4. Berrynarbor Church of England Primary School	
1.5. Pip & Jim’s Church, Ilfracombe	
1.6. St Peter’s Church, Berrynarbor	
Section 4: How to Apply	13

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 two FLOURISH projects: one at Ilfracombe Church of England Academy and the other at Berrynarbor Church of England Primary School. Both projects are in conjunction with Pip & Jim's Church, Ilfracombe and St Peter's Church, Berrynarbor.

Ilfracombe Church of England Academy is a school community committed to a deeply Christian vision, with the promise by Jesus of 'life in all its fullness' at its heart. Berrynarbor Church of England Primary School is a happy and enthusiastic community of children and staff where relationships are at the heart of everything they do. 'Pip & Jim's' is a friendly, spirit-filled church in the heart of Ilfracombe, whilst St Peter's, Berrynarbor is a living, breathing part of Berrynarbor life. Both churches are part of Combe to Combe Beniface.

FLOURISH is a strategic partnership between the two schools and the two churches and the Diocese of Exeter with the aim of incorporating the voice of young people into establishing, developing and serving two intergenerational worshipping communities – one in each school – for the flourishing of children and adults alike.

Are you someone with experience in leading children and young people in Christian discipleship? Someone 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

- Part-time (0.8) 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 pro-rata
- Closing date for applications: Monday 6th July 2026 at 9.00am
- Interviews: To be confirmed

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 Ilfracombe Church of England Academy, Berryarbor Church of England Primary, Pip & Jim's Church, Ilfracombe and St Peter's Church, Berrynarvor 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
Department	Education Team
Responsible to	To be confirmed upon appointment
Contract Type	Part time, 3 Year Fixed Term
Hours	36.25 hours per week pro rata (0.8 FTE)
Normal Place of Work	Ilfracombe Church of England Academy, Berrynarbor Church of England Primary School, Pip & Jim’s Church, Ilfracombe and St Peter’s Church, Berrynarbor 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 created by The National Society for Education within the Church of England 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.</p> <p>The aim of the pilot project is to start, develop and lead two new worshipping communities: one at Ilfracombe Church of England Academy in conjunction with Pip & Jim’s church, and the other at Berrynarbor Church of England Primary School in conjunction with St Peter’s Church, Berrynarbor.</p> <p>These new worshipping communities must embody 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 schools and the churches involved 4. Develop intergenerational faith experiences involving children and their families 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>The new role: The main aim of the Flourish School Lead role is to develop a vision for how new intergenerational worshipping communities can be started within the life of Ilfracombe Church of England Academy and Berrynarbor Church of England School and then to establish & lead a strategy to implement that vision.</p> <p>This will include:</p> <ul style="list-style-type: none"> • Collaborating with school staff, and being available to be involved with the regular pattern of collective worship in both schools, and with other opportunities for spiritual development • Working with children/young people in the schools, giving them opportunities to help shape the direction of the new worshipping communities as they are established 	

- Collaborating with Ilfracombe Academy, Berrynarbor School, Pip and Jim’s Church and St Peter’s 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 churches, schools 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 communities engaged during the school holidays
- Collaborating with the churches 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

Ilfracombe Church of England Academy	<p>The Ilfracombe Church of England Academy is an 11-18 school situated on a beautiful coastal site overlooking the town and the Bristol Channel, part of ‘Athena Learning Trust’. We have over 1000 students on roll, including a popular and expanding Sixth Form. Our students come from a wide geographical area stretching from the surfing beaches of Woolacombe across Exmoor to Lynton and the Somerset border.</p> <p>We are a school community committed to a deeply Christian vision, with the promise by Jesus of ‘life in all its fullness’ at its heart. We are dedicated to the highest standards of academic excellence, developing the knowledge, understanding and skills essential for learning and leading a fulfilled life. Our values of ‘Dream Big, Take Responsibility and Be Kind’ are evident, creating a culture where everyone can flourish.</p>
Pip & Jim’s Church, Ilfracombe	<p>Pip & Jim’s is a church community in Ilfracombe, hungry for God’s presence, grounded in His Word, and committed to making disciples, and seeing North Devon transformed by the love and power of Jesus.</p> <p>Pip & Jim’s 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 Ilfracombe to continue to grow younger and more intergenerational.</p> <p>Together with Ilfracombe Academy and the Diocese of Exeter we are seeking to appoint someone who will work with students 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 Pip & Jim’s and will build on the existing work of volunteer chaplains from Pip & Jim’s and other nearby churches.</p>

Berrynarbor Church of England Primary School	<p>Part of ‘Harbour’, a large multi-academy trust, relationships are at the heart of everything we do, and families choose our federation for its small, nurturing nature. Our schools are rural and geographically isolated, and as a result, many of our children begin their learning journey sheltered from the wider world. Our aim is to build their confidence and open windows onto the broader opportunities, experiences and cultures that await them.</p> <p>Our Christian vision (Being the best we can be; committed to making a difference) and seven core values (confidence, curiosity, truth, compassion, respect, courage and endurance) underpin all aspects of school life. We want our children to grow into kind, active leaders who value one another and use their unique talents to flourish.</p> <p>Across the federation, children are encouraged to support one another so that everyone feels included, valued and cherished. We are a family who cares for each other deeply.</p>
St Peter’s Church, Berrynarbor	<p>With a rich history at the heart of our village, St Peter’s Church has stood as a symbol of faith and belonging over centuries. Today, we continue that legacy by welcoming everyone - young and old - to worship, learn, and grow together in Christ.</p> <p>We anticipate the FLOURISH Lead will fully embrace events in the local community as they seek to build relationships across the generations.</p>
Role Area	Main Duties and Responsibilities
Leadership	<p>Create two worshipping communities which:</p> <ul style="list-style-type: none"> • Ensure that young people’s voices are instinctively at the centre of all leadership decision-making and implementation • Clearly articulated and shared purpose to grow a younger and more diverse community of Christian disciples • Strategic leadership partnership between the Ilfracombe Church of England Academy and Pip and Jim’s Church, and Berrynarboor Church of England Primary and St Peter’s Church, Berrynarbor • Develop intergenerational faith experiences involving children, their families and the wider community of all ages • Develop worship that is fully integrated into the regular rhythms, practices, structures and resources of the schools’ visions for flourishing of children and adults
Strategic Development	<ul style="list-style-type: none"> • Work with churches, schools 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 churches and schools’ 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 both churches and schools 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 schools, churches and FLOURISH communities prosper • Work flexibly ensuring that at all times the needs of the project communities 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 churches, schools and households by being a key and visible contact • Enrich links between churches and schools ensuring the schools are 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
Equity 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 Ilfracombe Academy, Berryarbor School and Combe to Combe Beniface (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 • Demonstrates 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 	<ul style="list-style-type: none"> • Strong IT skills

	<ul style="list-style-type: none"> • 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 	
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 fulfill 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 two new intergenerational worshipping communities • Understand the nuance of local context and needs of the communities • Understand how your work supports the wider objectives of the schools, churches 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 churches and schools • 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 churches, schools 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 welcoming, safe and inclusive worshipping communities • 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 churches 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 churches 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 communities • 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

Ilfracombe Church of England Academy

Ilfracombe Church of England Academy is an 11-18 school situated on a beautiful coastal site overlooking the town and the Bristol Channel, part of 'Athena Learning Trust'. We have over 1000 students on roll, including a popular and expanding Sixth Form. Our students come from a wide geographical area stretching from the surfing beaches of Woolacombe across Exmoor to Lynton and the Somerset border.



We are a school community committed to a deeply Christian vision, with the promise by Jesus of 'life in all its fullness' at its heart. We are dedicated to the highest standards of academic excellence, developing the knowledge, understanding and skills essential for learning and leading a fulfilled life. Our values of Dream Big, Take Responsibility and Be Kind are evident, creating a culture where everyone can flourish.

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.



Berrynarbor Church of England Primary School



Part of 'Harbour', a large multi-academy trust, relationships are at the heart of everything we do, and families choose our federation for its small, nurturing nature. Our schools are rural and geographically isolated, and as a result, many of our children begin their learning journey sheltered from the wider world. Our aim is to build their confidence and open windows onto the broader opportunities, experiences and cultures that await them.

Our Christian vision (Being the best we can be; committed to making a difference) and seven core values (confidence, curiosity, truth, compassion, respect, courage and endurance) underpin all aspects of school life. We want our children to grow into kind, active leaders who value one another and use their unique talents to flourish. Across the federation, children are encouraged to support one another so that everyone feels included, valued and cherished. We are a family who cares for each other deeply.



Pip & Jim's Church, Ilfracombe

Pip & Jim's is a church community in Ilfracombe, hungry for God's presence, grounded in His Word, and committed to making disciples, and seeing North Devon transformed by the love and power of Jesus.

Pip & Jim's 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 Ilfracombe to continue to grow younger and more intergenerational.

Together with Ilfracombe Academy and the Diocese of Exeter we are seeking to appoint someone who will work with students 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 Pip & Jim's and will build on the existing work of volunteer chaplains from Pip & Jim's and other nearby churches. We anticipate that the FLOURISH lead will have the initiative and capacity to develop this work.

The FLOURISH lead will be a full member of the staff team at the Combe to Combe Beniface, enabling encouragement, support and appropriate supervision.



St Peter's Church, Berrynarbor

With a rich history at the heart of our village, St Peter's Church has stood as a symbol of faith and belonging over centuries.

Today, we continue that legacy by welcoming everyone - young and old - to worship, learn, and grow together in Christ.

We anticipate the FLOURISH Lead will fully embrace events in the local community as they seek to build relationships across the generations.



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 four establishments are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974.

Should you have any queries, please do not hesitate to contact me. Yours sincerely,

As part of safer recruitment, online searches will be carried out for shortlisted candidates and references will be requested prior to interview.

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	Tuesday 7 July 2026
Interview date with Selection Panel	To be confirmed

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.