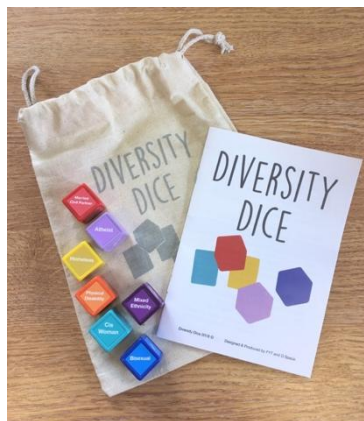


# Frontier Youth Trust

## Application Pack

### Brand Ambassador for the Diversity Dice

7.5 hours a week // 1-year fixed term



**Release Date:** Friday 23rd July 2021

**Closing Date:** Sunday 5th September 2021

**Interviews (via Zoom):** tbc  
(to be confirmed to shortlisted applicants)

# Frontier Youth Trust Application Pack

## Role: Brand Ambassador (Diversity Dice)

Thank you for your interest in Frontier Youth Trust. In this pack you should find the following documents:

- Background Information to Brand Ambassador role and the Diversity Dice
- FYT Vision and Strategy
- Statement on Inclusion and diversity
- Theory of Change
- Job Description & Person Specification

Further information about Frontier Youth Trust can be found on our website: [www.fyt.org.uk](http://www.fyt.org.uk)

### Applications

We are open to both individual applicants or an organisation well-placed to sub-contract this work. Please make an 'expression of interest' in the form of a letter outlining your suitability in no more than 2-sides of A4. Please attach a CV – for organisations, please include a CV of those who will undertake the work.

We expect all applications to be returned as a pdf document to [info@fyf.org.uk](mailto:info@fyf.org.uk)

If you wish to discuss either post any further, please contact John Wheatley (Movement Leader) at [john.wheatley@fyf.org.uk](mailto:john.wheatley@fyf.org.uk).

**Deadline:** Sunday 5th September

## Post Background: Brand Ambassador for the Diversity Dice.

We are seeking a Brand Ambassador to champion inclusive practice and promote our excellent Diversity Dice resource and training. Our experience over the last two years tells us that the Diversity Dice have the potential to bring about real change in churches, denominations, schools, businesses, housing associations, police forces, and beyond. To achieve this ambitious goal, we are recruiting a brand ambassador to put in place the processes, training and infrastructure to promote and develop this opportunity.

### Background to the Diversity Dice

Over the last few years Frontier Youth Trust have partnered with Q Space, a new project for LGBTQ+ young people in Northampton. In 2018 we invited Q Space to deliver training for youth workers within our movement. For this training the Q Space team produced the Diversity Dice resource which they used to help us explore how diversity could be welcomed into our groups, and how the church could/should respond. The training was brilliant - many of the participants went home to develop new work with the LGBTQ+ community while others took the training back to their churches to start new conversations about inclusion. We worked closely together to develop this training into a resource that could be shared, sold and used to influence youth workers, churches and society everywhere. Demand was unexpectedly high, and we sold out our first batch within the year.



**The Diversity Dice** resource facilitates conversations about diversity with teams, groups and young people. The resource is designed to provoke and to make us aware of our own prejudice; to be able to move past the things we struggle with, and to view people from different perspectives. The dice are based on the protected characteristics of the Equality Act (2010); Age, Disability, Gender reassignment, Race, Religion or Belief, Sex, Sexual Orientation, Marriage and Civil Partnership, Pregnancy and Maternity. Each dice displays six characteristics that could be found in the categories of Faith, Race, Gender, Sexuality, Disability and Relationships. People are multi-faceted, so the number of dice and the randomness of the roll helps to simulate this diversity. The roll of the dice is to spark conversation.

### We are recruiting an Inclusion Activist to:

- Develop & implement a dedicated strategy to sell the resource and training to churches, youth organisations and other community groups.
- Work with the FYT and Q Space team to develop and deliver online training for the Diversity Dice
- Develop a team of trainers from within the Movement (including the Q Space team) to deliver local/bespoke training on the Diversity Dice as required.
- Promote the FYT Movement through the Diversity Dice
- Work towards funding the programme beyond the first year.

**In Year 1, the activist would aim to engage a minimum of 100 people in training, and sell at least as many copies of the resource, and raise (by sales or fundraising) sufficient funds to continue and grow the programme.**

## Our Vision: a movement building a better world for young people

Frontier Youth Trust started fifty years ago when an inspirational group of imaginative youth workers came together to rethink mission to young people at risk. They upturned practice and challenged theological thinking and today Frontier Youth Trust is a growing movement of pioneering youth workers, committed to reaching young people on the margins. We are actively working together to build a better world in local communities by holding in tension young people's culture, the Christian story, the traditions of church and the embedding of youth work values.

Together, we (the whole movement) are building a better world by...

- **Working with young people** – at work, home, youth club, on the street, in school, in the community, and in local churches
- **Creating new possibilities** – new projects, new resources, new initiatives
- **Calling others to the margins** - speaking out, leading, giving of time & money.
- **Changing the system** – advocating, stewarding resources, leverage opportunities, campaigning

Some examples from around the FYT movement include: Zoe in Kirkby-in-Ashfield who moved to a nearby council estate to start a detached project; Steve in Scarborough who ran Zoom Cooking classes over lockdown; Hot Chocolate in Dundee who run a city centre drop-in; Bardsley House in Coventry who host a housing hub for homeless teenagers; Will in Northampton who started Q Space for LGBT young people and designed the Diversity Dice training resource; Debs in North Devon who wrote a resource on Sex & Relationships for teenagers; Courtyard, a Catholic project in London meeting young people on the streets; and many more. All of these pioneers are connecting their own faith experiences with the local context and cultures of young people, in order to build a better world for young people.

We (the team) resource this pioneering movement by...

- **Creating a home for pioneering work with young people.** We are a mission community active in building a better world for young people. When the work is hard, and nobody gets you, connecting together sustains and equips. We meet online, at events, in regional hubs, and in collaborating on joint projects.
- **Improving and increasing practice on the ground.** We want more, better, work with young people everywhere, especially young people on the margins. Through training, coaching, practical resources and showcasing good practice, we are resourcing and equipping the movement to take pioneering risks in their work with young people.
- **Calling more to pioneering with young people.** Together this movement has a loud voice. In theological thinking, campaigning, sharing good ideas, telling stories, we are inspiring and challenging others to join the pioneer movement to reach young people on the margins

## Towards a Movement of Pioneering Youth Work

Way back in 2017 the board and staff team undertook a wide-ranging consultation with our members and stakeholders to explore the future direction and leadership structure of Frontier Youth Trust. In thinking about our future we began by reminding ourselves how we perceive God's calling for us to be – and we were reminded that the focus of our whole operation needs to be on the 'movement' of Frontier Youth Trust and not simply the organisation. Frontier Youth Trust is its members; and it is this movement and those active within it who should be driving the agenda for the work of the organisation (not the other way around). There was a time when we behaved as if FYT was an organisation that delivered services. But Frontier Youth Trust is fundamentally a movement of people who are keen to follow Jesus to the margins to do mission with young people - and we have constructed an organisation (or legal entity) to support, resource and facilitate that movement.

Over the last two years, this new model of Movement has evolved and embedded, building on our pre-existing training, resources, networks and communities of practice. As a movement, we consider ourselves committed at the core and open at the edges. We have a membership of c.60 youth work projects and c.500 individuals (including youth workers, pioneers, activists and supporters). The board is representative of the movement and is chaired by a co-chair team of three (Lori Passmore, Ian Tannahill, Rev. Matt Davis). Since 2018 we have focused on our three objectives: creating a home for pioneers, improving practice on the ground, and calling others to pioneering with young people. With the arrival of Covid-19, much of our traditional ways of working have had to adapt; and the increase of remote working aligns well with our new focus to develop digital learning opportunities to build a wider movement.

To support a movement approach, we established a new staffing structure centred around a Leadership Team supported by Activists in regional contexts. The responsibilities of the Leadership Team roles are:

- **Movement Leader** (John Wheatley) - to provide oversight and leadership to the FYT Movement, and in particular to oversee the smooth running of the FYT Organisation. This includes hosting the Leadership Team and being the primary conduit of communication to the Board of Trustees.
- **Movement Advocate** (Lauren McCombie Smith) - to call people to pioneering with young people and to join the Frontier Youth Trust movement. This is about communication on behalf of the whole movement not just the organisation, to facilitate participation in the life of the movement.
- **Movement Enabler** (Dylan Barker) - to develop projects, initiatives, resources and training. It includes being an agitator, coach and facilitator.

The role of Activists is to resource and support work with young people in their respective regions and areas of expertise. The role of activist is primarily delivering training, one-to-one support (called Alongside) and gatherings to support movement members and local pioneering. We currently have Regional Activists in **North East England** (James Ballantyne) and **South West England** (Ian Spence).

We are appointing a **Brand Ambassador** (1-year fixed-term) to champion inclusive practice and promote our excellent Diversity Dice resource and training.

Our admin and finance are outsourced to Worth Unlimited that assist in the day to day running of the organisation, including an Operations Role.

## Inclusion Statement

Frontier Youth Trust is passionately committed to equality.

We will seek to embrace and champion those who are often marginalised in Christian communities and the wider world, regardless of economic power, age, gender, gender identity, mental health, mental ability, physical ability, race or sexuality. As an organisation and a movement, we will be proactive in affirming all as fearfully and wonderfully made in the image of God.

We recognise that we don't always get this right. We can be unaware of our own prejudices, and we have not always been vocal enough about the things we stand for. At such times we will humbly seek forgiveness, and seek to make right what has been wrong. We will work to eliminate discriminatory behaviour wherever it is found and educate those who show prejudice, as we pursue a better world for young people.

## Theory of Change

We are a movement working to build a better world in and through the lives of young people. We are committed to **Active Learning**, **Constructive Disruption**, **Diversity**, and **Mutuality**, which create a space for innovative work with young people to evolve. Great local ideas are **Virally Adapted** across our national community building a better world for young people and their communities.

### Ways of Working

**Active Learning:** Seeking out understanding of what is going on around us and putting it into practice. As reflective practitioners, learning takes place in context. Training supports this, but we don't move too far, or for too long, away from the action.

**Constructive Disruption:** Agitating people into making specific positive change. 'Shaking the beehive' through activism: publications, campaigns, and stories of innovative youth work.

**Diversity:** Embracing 'off-the-radar' sources. Welcoming everybody as an equal voice. We can only achieve our goals with the participation of marginalised people.

**Mutuality:** Creating lasting bonds within the movement, uniting behind a shared cause and common interest. Building genuine supportive relationships with and between members. Sharing what we have for the common cause.

**Viral Adaption:** The recognition, dissemination and contextual application of ideas and best practice.

Our work, with both youth workers and supporters, is shaped to facilitate Active Learning and Constructive Disruption, as well as to encourage Diversity and Mutuality. Our work has been successful if Viral Adaption has taken place. We use these *ways of working* to underpin our strategy to help members journey into the movement and to improve/increase/sustain their pioneer practice.

# Frontier Youth Trust

## Brand Ambassador for the Diversity Dice

### Job Description

<b>Job title:</b>	Brand Ambassador
<b>Responsible to:</b>	TBC
<b>Responsible for:</b>	Volunteers & Freelance trainers
<b>Hours:</b>	Flexible Part Time   1 day a week
<b>Contract:</b>	1 Year Fixed-Term
<b>Wage:</b>	£12.97 per hour. (Pension 9% Employer Contribution, 5 weeks Annual Leave + 3 days at Christmas).
<b>Job Base:</b>	This post will be work from home. The role will involve working within a dispersed team and will include some travel.
<b>Job Summary:</b>	The purpose of the role is to create a strategy to champion inclusive practice by promoting and selling the Diversity Dice and Training.

### Key Strategic Functions

- Develop & implement a dedicated strategy to sell the Diversity Dice resource and training to churches, youth organisations and other community groups – engaging 100+ people in year 1.
- Work with the team to develop online training for the Diversity Dice; and develop a team of trainers from within the Movement (including the Q Space team) to deliver local/bespoke training on the Diversity Dice as required.
- Provide support, training and advice to individuals, groups and organisations involved in work with young people focusing on inclusion & diversity.
- Facilitate, promote and participate in theological reflection in the movement, including helping workers to develop models of inclusive practice suitable for their context
- Act as a point of reference for the FYT Movement
- Manage, supervise and support volunteers who are involved in the delivery of the project
- Work towards funding the programme beyond the first year.

### Other Functions

- Attend and participate in team meetings and line management as required
- Undertake administration and keep necessary work records

- Comply with all FYT policies and procedures
- Coordinate project budget as required and follow financial procedures
- Report as necessary to funders
- Contribute content for FYT communications
- Attend occasional conferences, exhibitions, and festivals to promote, raise awareness of and advocate for the FYT movement
- Undertake any other tasks, commensurate with the nature and level of the post and as may be required.
- Engage in CPD/lifelong learning.

### **Additional Information**

- Engagement in ongoing, regular youth work with marginalised young people is not a requirement of this post but is welcomed. FYT will be flexible where possible in order to facilitate this.
- There is a Genuine Occupational Requirement for this postholder to have an active Christian faith which is in line with the values of our movement.



## Person Specification

	<u>Ess.</u>	<u>Des.</u>
<b>Approach</b>		
Understanding of and a commitment to our inclusion statement, values and ethos	✓	
A Christian commitment	✓	
A flexible and innovative approach, including a willingness to experiment	✓	
<b>Skills</b>		
Ability to market, promote and sell products and services to individuals and organisations	✓	
Strong digital skills for online communication, marketing and training	✓	
Strong verbal communication skills (i.e. presentations, public speaking)	✓	
Excellent interpersonal and teamwork skills	✓	
Ability to be self-directing and to manage your own workload	✓	
Ability to design and deliver training around inclusion	✓	
Ability to engage in and facilitate theological reflection and reflective learning	✓	
Written communication skills (i.e. newsletters, flyers, reports, grant applications)		✓
<b>Experience</b>		
Experience of sales & marketing	✓	
Experience of promoting inclusion and inclusive practices	✓	
Experience of networks, communities of practice or movements for change	✓	
Experience of designing & delivering training	✓	
Experience of working directly with marginalised young people		✓
Experience of pioneering, mission community or new forms of church		✓
Experience of selling resources for practitioners similar to the Diversity Dice		✓
<b>Knowledge</b>		
Understanding of the effects of discrimination and marginalisation	✓	
Understanding of issues affecting the LGBTQ community	✓	
Understand of marketing strategies, ideally to churches and youth organisations	✓	
Understanding of how people learn, and how to facilitate creative thinking and learning	✓	
Understanding of and commitment to safeguarding and anti-discriminatory practice	✓	
Understanding of pioneer mission with young people, and the influences affecting the sector		✓
<b>Qualifications</b>		

Degree Level Qualification in a relevant discipline		✓
<b>Other</b>		
Willing and able to travel nationally	✓	
Willing and able to work some evenings and weekends, and occasional overnights	✓	
Full driving licence		✓