

A Children and Young People's Development Worker for the Northwest.

We believe that we need to start investing our resources into growing Quaker communities of the future. We believe that there will be no future for British Quakerism without the inclusion of children and young people in our Quaker communities.

The East Cheshire context:

Apart from at Frandley and Disley, East Cheshire local meetings do not experience any regular engagement of families, children or young people. As an area meeting we are able to run or support some very good and well attended events for teenagers (Summer School, TGM, Yealand). However we are short of energy (ie people power) to deliver events and resources that may provide opportunities for us to make contact with and engage more people who may be interested in being part of Quaker communities that are dynamic, attractive and inclusive.

We are aware of BYM employing, on Area Meeting/groups of Area Meeting's behalf, children and young people's development workers who seem to be effective in providing quality support for those who do the work, being innovative and increasing numbers.

What would we like – our Vision:

More meetings welcoming children and young people/families more often in a way that ensures that they feel included and valued. That through the quality of their experience they will enrich our Quaker communities now and in the future. The young people at Yealand have been consulted as have the Children and Young People's Committee and we are all in favour of doing something dynamic.

How?

To employ someone to assist in driving innovative approaches to do this as they have in other parts of England – either just for Cheshire (minimum of 3 days a week expected) or for the wider Lancashire and Cheshire area drawing on funding from each participating AM. This might include assistance to enable us to continue Yealand and perhaps add other residential events for young people to build that community too.

BYM have standard job descriptions for a role like this. Things that might be included are:

- Support Local Meetings with:
 - better welcoming children, young people and families
 - becoming inclusive all-age communities
 - how to work with meeting to release parents from always being responsible for the children at meeting
 - outreach to non-Quaker families and young people
- Grow new and/or support existing Youth Groups (e.g weekly or monthly offerings, or residential) to engage more effectively with teenagers and young people
- Support Local or Area Meetings with
 - the recruitment and training of volunteers to help run Children's Meetings and other events
 - the planning of events including risk assessments and safeguarding considerations
- Support Local or Area Meetings in experimenting with different ways of building a community, for example, through a travelling Family Meeting
- Bring together Quaker children, young people and families from across the wider region, working with neighbouring Area Meetings to do so.

Management?

Area Meeting(s) can give funds to Quakers in Britain to employ a Children's and Young People's Development Worker. Quaker Life staff would then manage and oversee the recruitment and ongoing management of this role. A small subgroup of local Friends would support with guiding and planning the work, ensuring it fits local needs and opportunities. They would not be responsible for operational or line management.

Cost?

Breakdown of costs			
<i>Note: annual increases are predictions based on inflation and worker's career progression</i>			
Year	2024/25	2025/26	2026/27
Salary (35 Hours a week)	£36,659	£40,219	£41,626
On Costs (National Insurance and pension)	£7,332	£8,044	£8,325
Staff training, development and induction	£700	£700	£700
Travel and accommodation	£3,575	£3,844	£4,071
Office costs / desk hire	£829	£895	£950
Programme delivery (events)	£1,290	£1,393	£1,477
Funding needed if Quakers in Britain covers 100% of management costs	£50,385	£55,094	£57,149

What are we asking?

We think ECAM could put money towards this, whether from existing funds, or from special appeals, and other Area meetings might do the same.

- 1. Does this seem like a positive way for us to move forward?**
- 2. If so, can we talk to the other local area meetings (Manchester and Warrington, Pendle Hill / Lancashire Central and North / Wirral and Chester / Hardshaw and Mann?) to see who would like to join in and refine the role?**

In terms of impact, what can AM expect to see?

- Working with local Friends to increase opportunities for intergenerational meetups/children/young people families - exactly what these look like will depend on the landscape of what is going on already and what people have interest in.
- Regular weekly/fortnightly/monthly youth groups where there were previously no opportunities tailored to young people.
- More capacity to work innovatively and responsively, as the (C)YDW can bring ideas, and also do some of the legwork (e.g. West Yorkshire roaming meeting)
- Some gentle challenge to Local Meetings who don't currently have children, young people or families present, to ask why and wonder what they could do to become more inclusive - and support offered to follow this through if appropriate
- New residential opportunities for young people. Or volunteers more supported to develop and run existing ones safely and without overburdening some individuals.

- More connected communities, with more warm connections and flow between generations
- New families/young people connected with Quaker communities

What has happened elsewhere?

- *Example: in the West, the Youth Development Worker facilitates sessions for young migrants*
- Impact: local Quakers were able to extend their concern for welcoming asylum seekers and refugees to young people even when they lacked the capacity, skills and confidence to do this
- *Example: in Thames Valley, the Youth, Children and Families Development Worker runs regular creative all-age Local and Area Meeting activities, described by one Quaker as “an inspiration and welcome breath of fresh air”*
Impact: all-age communities invigorated, with deepened heartfelt connections across generations and greater preparedness to welcome new families
- *Example: in London, the Youth, Children and Families Development Worker supports the planning, delivery and evolution of existing initiatives such as residentials*
Impact: these events become all age by design, with greater opportunities for community building and spiritual development across ages
- *Example: in Thames Valley, the Youth, Children and Families Development Worker has developed new initiatives such as an open parent and toddler group in Oxford*
Impact: the parent and toddler group has been described “as the most successful outreach” and it also enjoyed regularly by Quaker families
- Yorkshire has both a children’s worker and a youth development worker but it seems most useful currently to have someone with an eye to both age groups.....