



## Role Description: Reverse Mentor

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**Who we are:** We are the Diocese of Bristol, which is to say the area of the Church of England that covers Bristol, across Chippenham and Malmesbury, to Swindon. We are responsible for meeting the needs of our communities across that area, including all the things you would expect from the Christian Church. We are significant providers of children and young people engagement, volunteering, social action, and education in the region.

**Role Summary:** We recognise however that we are far from perfect, and have launched a significant Transformation Programme called [Transforming Church. Together](#) (TC.T) that seeks to amplify the good stuff that we do, and to address where we should do better. To do this we have a sizeable number of projects and workstreams that will be aiming to deliver the change needed.

Part of that Transformation involves us becoming more representative of the people we serve. We do not yet have

the diversity of staff needed to ensure that all views are represented at the centre of these projects. We are therefore looking to establish the position of Reverse Mentor, to make sure that the leadership of these activities will be constantly challenged to reflect a diverse range of views and lived experiences.

We will especially welcome participation from those from underrepresented groups.

**Overseen by:** Director of Transformation and the Transformation team

**Terms:** For new placements, the role will be paid (as an honorarium) of £1,000 per quarter.

For stipended clergy payment towards backfill costs may be considered up to £1,000 per quarter.

There will be no additional payment to those employed by the Diocese of Bristol.

The work requirement is anticipated to be typically around 10 hours per month including all necessary meetings and preparation work. For those currently working with the Diocese, allowances will be made to temporarily reassign

some responsibilities to allow time for this essential role.

The role may involve travel through the Diocese, which we would endeavour to support through lift share or public transport. Travel expenses will be reimbursed in line with the Diocesan Expenses Policy.

**Key relationships:**

- Diocesan Support Services (DSS) Senior Leadership Team members.
- Project and Workstream leaders including individuals in communities across the Diocese.
- Other members of the Reverse Mentoring team.
- The Transforming Church team.

## **Safeguarding**

The Diocese of Bristol is committed to safeguarding, safer recruiting practice and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment. Safeguarding training at the appropriate level will be compulsory.

## **Main Responsibilities**

### **Strategic Support**

- Offer 1-1 mentoring to those in TC.T Leadership roles.
- Through regular attendance at Project team meetings and evaluations, including the Programme Boards as necessary, actively look for opportunities to challenge leadership models.

- Introduce and lead the topics of Equity, Diversity, and Inclusion, and seek ways to engender culture change as needed.
- Suggest new ways:
  - to bring a fresh perspective to the way that we do things here at the Diocese of Bristol
  - to use and leverage social media and other forms of collaborative communication to further the aims of the TC.T programme, and to reach a more diverse group of people.

## Benefits

- We would anticipate the role to deliver the following benefits to the role holder:
  - ability to influence at senior levels of the Diocese.
  - play a significant role in challenging project and workstream activities.
  - learning and coaching opportunities that bring personal development and satisfaction.
  - collaboration on projects that create a network of contacts across the Diocese.
  - ability to positively create a more equitable, inclusive, and diverse culture in the Diocese.

## Key Attributes

To help you to determine whether this opportunity is right for you, here are the attributes we are looking for to fulfil this role.

| Experience |           |
|------------|-----------|
| Essential  | Desirable |
|            |           |

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|---|---|
| <ul style="list-style-type: none"> <li>• Life experience from one or more of the legal protected characteristics, as identified in the Equality Act 2010: <ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> <li>• Gender reassignment</li> <li>• Marriage and civil partnership</li> <li>• Pregnancy and maternity</li> <li>• Race</li> <li>• Religion or belief</li> <li>• Sex</li> <li>• Sexual orientation</li> </ul> </li> <li>• Lived experience of having limited access to financial resource or a passion for social activism.</li> <li>• Life experience / passion for Environmental Justice.</li> </ul> | <ul style="list-style-type: none"> <li>• Experience of collaborating as part of a team.</li> </ul>  |
| <b>Education and Qualifications</b>   |   |
| <b>Essential</b> <ul style="list-style-type: none"> <li>• None.</li> </ul>  | <b>Desirable</b>  |
| <b>Skills / Ability</b>   |   |
| <b>Essential</b> <ul style="list-style-type: none"> <li>• The ability to communicate your viewpoint on at least a one-to-one basis.</li> </ul>  | <b>Desirable</b> <ul style="list-style-type: none"> <li>• The ability to communicate your viewpoint within a team environment.</li> </ul> |
| <b>Please be assured we will support any accessibility needs.</b>   |   |

| <b>Personal</b>  |  |
|--|--|
| <b>Essential</b>   | <b>Desirable</b>   |
| <ul style="list-style-type: none"> <li>• Passion for including and engaging with the needs of local and marginalised communities across the Diocese.</li> <li>• The ability to work collaboratively as part of a team, sharing learning and ideas.</li> <li>• Respectful of the Christian ethos and objectives that underpin our work.</li> <li>• Understanding the need for confidentiality.</li> </ul> | <ul style="list-style-type: none"> <li>• Good interpersonal skills, with the ability to engage positively and productively with a range of staff and stakeholders.</li> <li>• Ability to travel throughout the Diocese.</li> </ul> |