

## **1. Creative informal youth work**

This role gives the chance to lead and develop a crucial aspect of LCET's work with young people in Luton. The b.1 cafe gives the opportunity to develop deeper relationships with the young people we meet in our work in schools. The informal setting of the cafe is a safe space to build community with young people, and a great context to provide advice and support as well as sharing our Christian faith.

The background to the cafe project begins with the opening of new premises for LCET back in 2000, comprising offices, a drop in cafe, drama studio and art facilities. The building is the base for all of LCET's work through it's staff, and the cafe is regularly used after school for work with young people who have taken part in a therapeutic group, including an art programme for young people who self harm. The drama studio is also used for bigger youth events and activities. However, we have always had a wider vision for using the cafe as a point of contact with young people, especially as it is right in the heart of the town and easily accessible. We want to strategically link our work in schools with the chance to work with the same young people informally after school and at weekends.

The building has recently undergone a £70,000 refurbishment, which included the fitting out of the basement, previously a storage area, into a chapel space. With this new resource we were able to launch our vision of a project to see young people using the cafe as a drop in and the chapel space as somewhere quiet and reflective where their spiritual development can be nurtured.

In the last two years of the project we have been able to establish a thriving café on Saturdays, to build a community of young people attending a discipleship group on Monday evenings and to create a series of monthly special events that attract increasingly large crowds.

The cafe is staffed by other members of the LCET team and by a team of volunteers, who work together not only to run each cafe session, but also to create new ways of engaging young people spiritually.

We now want to find the right person to develop the cafe project to the next level. In particular, we want to:

- develop the Saturday cafe both in terms of numbers and creative input. Currently up to 40 young people drop in each week during opening hours, but we would like to see this grow even further. The cafe chaplain will also need to develop a strategy for how the chapel can be used to develop young people spiritually and give them the opportunity to see and respond to the Christian faith. This will include opening the chapel for young people to use for themselves as well as holding services and other events. A diverse and rich range of worship traditions are needed, and the cafe chaplain will need to be able to develop and run these services alongside the team and volunteers.
- develop the Monday evening b.1 roots programme, where young people can come to explore the Christian faith. Run with a team of volunteers and staff, this is a small group of young people who want to find out more about faith. The cafe chaplain will need to develop a strategy for how these sessions can be used to create the right context for this to happen, using innovative approaches that engage young people who may be from troubled backgrounds and have profound emotional and social needs.
- develop the b.1 volume programme of events, running two to three times a term, where up to 60 young people come to the cafe on a Friday evening for a social event. We want to make these events a compelling attraction for

local young people, growing them in number and reputation. The cafe chaplain will need to develop the programme, organise the team and ensure they continue to make an impact.

The role is part time, for 20 hours a week. We expect this will normally include a Saturday and Monday, together with other hours which are more flexible.

## **2. About LCET**

LCET is a charity started by local churches in Luton in 1993. Over the 16 years of it's work, three complementary teams have developed: one providing therapeutic care for young people with emotional and personal needs, another working with young people who are NEET (not in education, employment or training) and the third seeking to promote spiritual development in young people through placing chaplains in local secondary schools. These three teams work closely together on a range of other larger projects and each is led by a senior manager. LCET now works in all of the town's secondary schools as well as the other specialist educational establishments.

## **3. The LCET team**

There are currently sixteen salaried staff together with over twenty volunteer staff. The whole team meets together weekly. In addition each department will have regular meetings and a programme of supervision and management for individual staff. Six times a year the team holds a three day retreat at a nearby Benedictine monastery, giving space to reflect and develop as a community.

## **4. Management structure**

Each team or department has a Director, managing its work. Together with the Finance Director and the LCET Chief Executive and Deputy, they make up the senior management team who are, in turn, responsible to a Board of Trustees. The Trust also has a number of Patrons. The senior management team meets fortnightly and the Board of Trustees meets five times each year.

## **5. Training**

LCET will provide training appropriate to the experience of the appointed staff member. A skills audit will be developed in the first few weeks which will enable a comprehensive training plan to be put together. This may include mentoring from LCET staff, internal training or external courses.

LCET also provide opportunities for staff to pursue further education qualifications and provide course fees and study time to facilitate this. To date five staff have successfully completed a master postgraduate degree qualification in a related field with a variety of universities and colleges.

## **6. Salary structure**

LCET's salary structure takes account of previous relevant experience and qualifications and also provides annual incremental increases for length of service and inflation. Additional increases are given for management or other senior roles.

## **7. Recruitment**

LCET follows the guidelines laid out by the Luton Safeguarding Children Board in ensuring safe and appropriate recruitment.