



THE SALISBURY DIOCESAN
BOARD OF EDUCATION

'Working for children, young people, schools and parishes'

Children and Young People Strategy

'Love one another. As I have loved you, so you must love one another. By this all will know that you are my disciples, if you love one another.'

John 13:34, 35

1. The Vision of the Children and Young People Strategy

The DBE vision is to engage, inspire and equip the people of Salisbury Diocese in order that they can share God's love with children and young people in their communities and provide opportunities for children and young people to develop and share their Christian faith.

In 2015 we will see deanery action plans for children and young people coming to life through parishes actively engaging with children and young people in their communities and schools. This life will be seen through a range of opportunities for children and young people to develop their faith, confident leaders fulfilling their vocation to work with children and young people and congregations praying for children and young people and seeking to involve and serve them.

Knowing that we are most effective when we work together, our vision is to maximize all opportunities for diocesan inter-departmental working, recognising the work with children and young people is central to the wider ministry and mission of the church. We are committed to effectively communicating and collaborating within and beyond the Diocesan Board of Education, for the purpose of serving the Church of God.

Our vision of working together across the Salisbury Diocesan family and will mean the alignment of the work of the Diocesan Board of Education advisory team, colleagues at Church House including the Learning for Discipleship and Ministry Team, Cathedral, Safeguarding Team, Social Responsibility Adviser, Bishops Council, Area Resource Groups and Deaneries. This collaborative working in contiguous areas will strengthen connections and relationships and improve the outcomes of our work involving young people and children; so that we can serve the diocese better, in building resilient communities, in enabling parishes, children and young people's participation and achievement, and in the promotion of social justice.

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2. The Theology Underpinning the Strategy

This strategy is underpinned by a desire to see God's love shared with children and young people in our communities and for children and young people to come to and grow in faith. We are called to 'carry forward the work that Jesus Christ began in all aspects of the life of people in society'¹. Jesus said to those who followed him 'As the Father has sent me, so do I send you.' As a diocese we seek to encompass all aspects of mission in a way which best reflects the Glory of God, especially those identified in the [Five Marks of Mission](#)².

To proclaim the Good News of the Kingdom
To teach, baptise and nurture new believers
To respond to human need by loving service
To seek to transform unjust structures of society
To strive to safeguard the integrity of creation and sustain and renew the life of the earth

To find Jesus' example of how to do this we look to the Gospels and Jesus' incarnational ministry; through it we see him accompanying, teaching, healing and serving others. He gives us this commandment 'Love one another. As I have loved you, so you must love one another. By this all men will know that you are my disciples, if you love one another.' John 13:34, 35. In how we live our lives Jesus' love should be demonstrated to those around us including the children and young people in our communities.

Jesus walked alongside others. He allowed them to ask questions and draw their own conclusions from what they saw and heard. We must walk alongside the children and young people in our communities so that they may do the same. Jesus sees people for who they really are, valuing those that society rejects; welcoming Children to come to him. We need to recognise that we are all made in God's image, called to be in relationship with him and each other³ and, as followers of Christ, we should hold and live out the 'Kingdom values of justice, peace and mercy'³. Through this we can model Christ's love in our communities and enable others, including children and young people to do the same.

The vision for our work with children and young people seeks to hold the example of Christ's love at its heart and a deep desire that through our Christian family all may have the opportunity to encounter that love in their lives. We will achieve this through placing **Christian values, Gospel truth and social justice** at the heart of our work, believing that children and young people are vital to growing the kingdom in our diocese.

¹ www.churchofengland.org/our-faith/mission.aspx

² www.anglicancommunion.org/ministry/mission/fivemarks.cfm

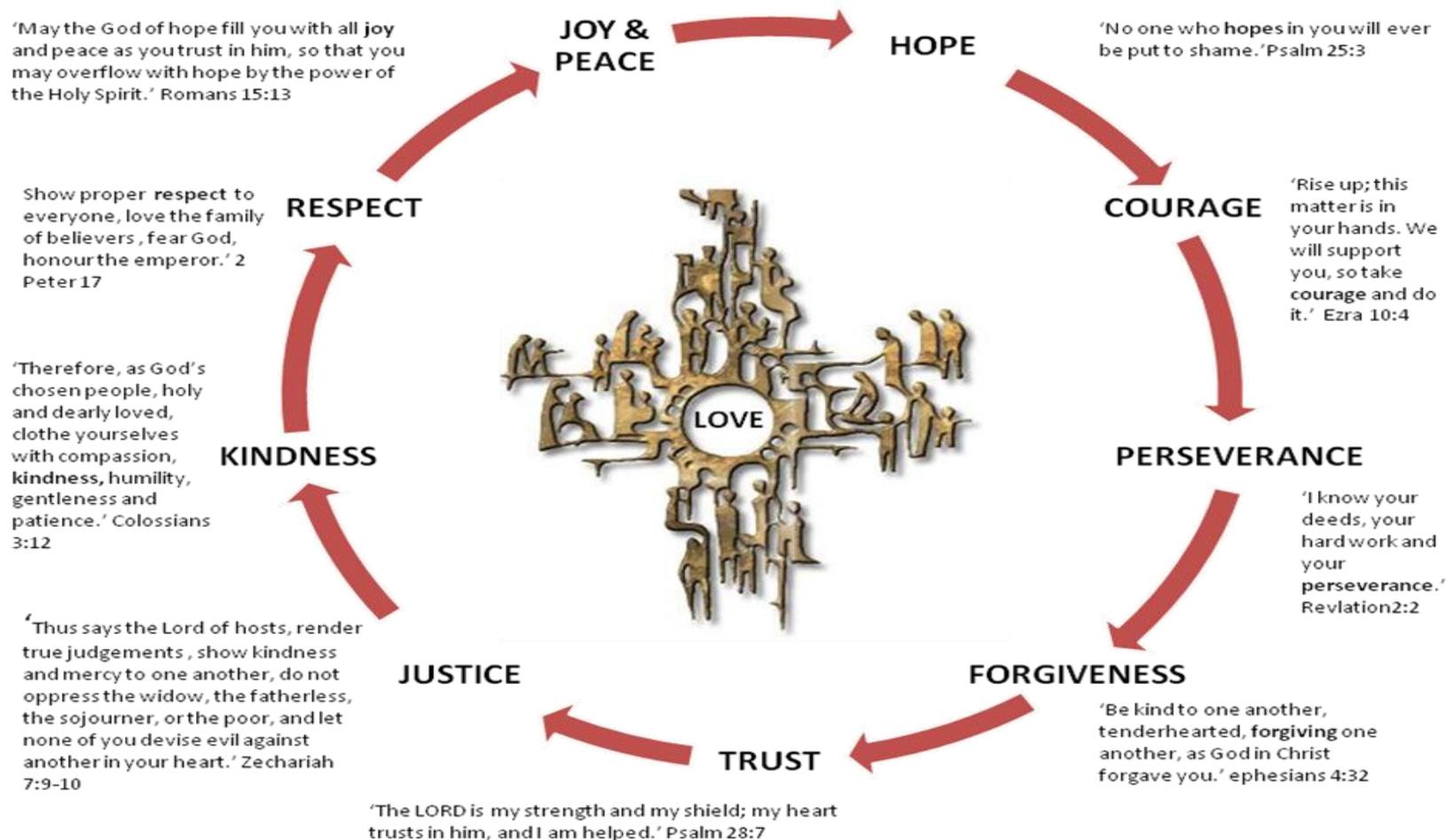
³ *Going for Growth* (2010) Church of England's Archbishops Council Education Division

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3. The Values Underpinning the Strategy

In all that we do we strive to live by and show God's love, inspired by the knowledge of God's grace. As part of the leavers service in Salisbury Cathedral 2011 Year Six children identified values for life which they believe to be important; these are values for all ages and stages of life and it is our commitment that these values will be reflected in our work and the way our churches engage with children and young people.



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4. Strategic Aims and Success Criteria of the Strategy

Strategic Aim	Success Criteria
1. Support Deaneries to develop and deliver effective ways of working with CYP across the many facets of their work in church, schools and the wider community.	Every deanery has developed a range of effective models across their parishes, church and community schools appropriate to their context By March 2015 all Deaneries will have worked with the DBE towards agreed targets and through self evaluation are able to show the journey they have made towards achieving those targets.
2. Support deaneries, parishes and schools to provide a range of opportunities for CYP to explore and develop faith drawing on the broad spectrum of Anglican tradition.	Within each deanery, through parish collaboration, there is a range of opportunities for different age groups which develop faith across the broad spectrum of Anglican tradition

5. The Monitoring and Evaluation Process

The strategy will be implemented through an annual action plan produced by the Advisers for Children and Young People; progress with each action will be monitored three times a year through a report to Children and Youth Education Ministry (CAYEM) and Diocesan Management Group (DMG).

A report will be produced annually drawing on evidence from across Diocesan partners, evaluating progress towards the strategy success criteria. Scrutiny of the report by CAYEM, the Board of Education and Synod will inform the development of the next annual action plan and inspire to action.

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6. Key priorities and Success Criteria of the Strategy

Key Priorities	Success Criteria
1. Develop confident leaders (adult and peer, paid and volunteer), ordained ministers, lay ministers, licensed lay ministers, school staff and governors who are able to fulfil their calling to work with CYP	The deanery reaches out to and engages with CYP in a variety of settings as a result of people's high level skills, confidence and capability. Christian vocation is explored, supported and developed with CYP and adults who work with them to enhance the spiritual leadership of the deanery
2. Capture good practice across the diocese, to identify learning that can be shared in different contexts.	Establish networks of good practice that ensure the transfer of ideas, success and exemplary resources within and across deaneries their parishes, church and community schools
3. Develop local, regional and national links to maximise opportunities for working together to achieve shared aims.	The extensively mapped networks underpin and add value to the success of CYP work
4. Develop self evaluation processes for advisers, deaneries and parishes which shape future direction	The outcomes of self evaluation within the DBE, deaneries and parishes inspires development and change to ensure the real needs of CYP are met

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7. Changing Social Context.

There are approximately 195,300 people aged 19 and under currently living in Dorset and Wiltshire, about a quarter of the population¹. The Diocese includes 95% of Dorset, 75% of Wiltshire, Poole, 40% of Bournemouth, a small part of west Hampshire and one parish in Devon. 40,680 children attend church schools in the diocese. Due to the structure of the Church of England all live within a Church of England Parish. Our aim is that this strategy will help the parishes of this diocese to better reach and support children and young people.

2010, prompted by government policy, has seen a culture shift in LA and public sector responsibility with the potential to increase the challenges within society for children and young people. All local authorities within the diocese are cutting their budgets, Dorset County Council needs to make overall savings of £31 million², Poole Borough £14 million³ and Wiltshire Council are looking to save £6.89 million⁴ from the Children and Education Service. This will mean changes, reductions and restructuring of current youth and children's provision from the local authorities across the diocese. These changes are combined with the massive national restructuring of the education system, including the loss of Higher Education Council for England funding and the steep rise in tuition fees, which significantly effects the Diocese's role in enabling both lay learning and training people for the authorized ministry. Additionally many church and community schools across the diocese are considering Academy conversion.

The Good Childhood Enquiry⁵ published in 2009 examines some of these challenges and what children need in order to have a good childhood and to be able to reach their full potential. Love and respect were two key issues that this report identified as being crucial to a good childhood. Going for Growth⁶, a report produced by the Church of England Education Division, underpins this strategy particularly the importance of the church being the good news for children and young people as well as teaching them the good news of Jesus Christ and the challenge it sets down: How do we creatively offer children and young people encounters with the Christian faith and the person of Jesus Christ? Professor Sir Al Aynsley-Green Kt. Chair, Salisbury Diocesan Board of Education, notes that nationally: 'there is an unprecedented opportunity for the Church to take a long, hard look about putting children young people and families at the heart of our mission. We must have the courage to seize the day and to find the resources and competencies at every level to do so. Children are the living messages to a time we will not see. We cannot afford to fail them⁷'.

It is in the context of a need for love and respect in society, cuts to local authority services, the potential for wider social divisions and the Church of England's commitment to being the good news for all children and young people that we will deliver the vision and objectives of this strategy in the Salisbury diocese.

¹2001 census data www.statistics.gov.uk/census2001/pop2001/Wiltshire.asp www.statistics.gov.uk/census2001/pop2001/Dorset.asp ²www.dorsetforyou.com

³www.boroughofpoole.com ⁴Wiltshire Council 13-19 Commissioning Strategy ⁵Layard R. and Dunn J. (2009) *The Good Childhood Enquiry* Penguin, London

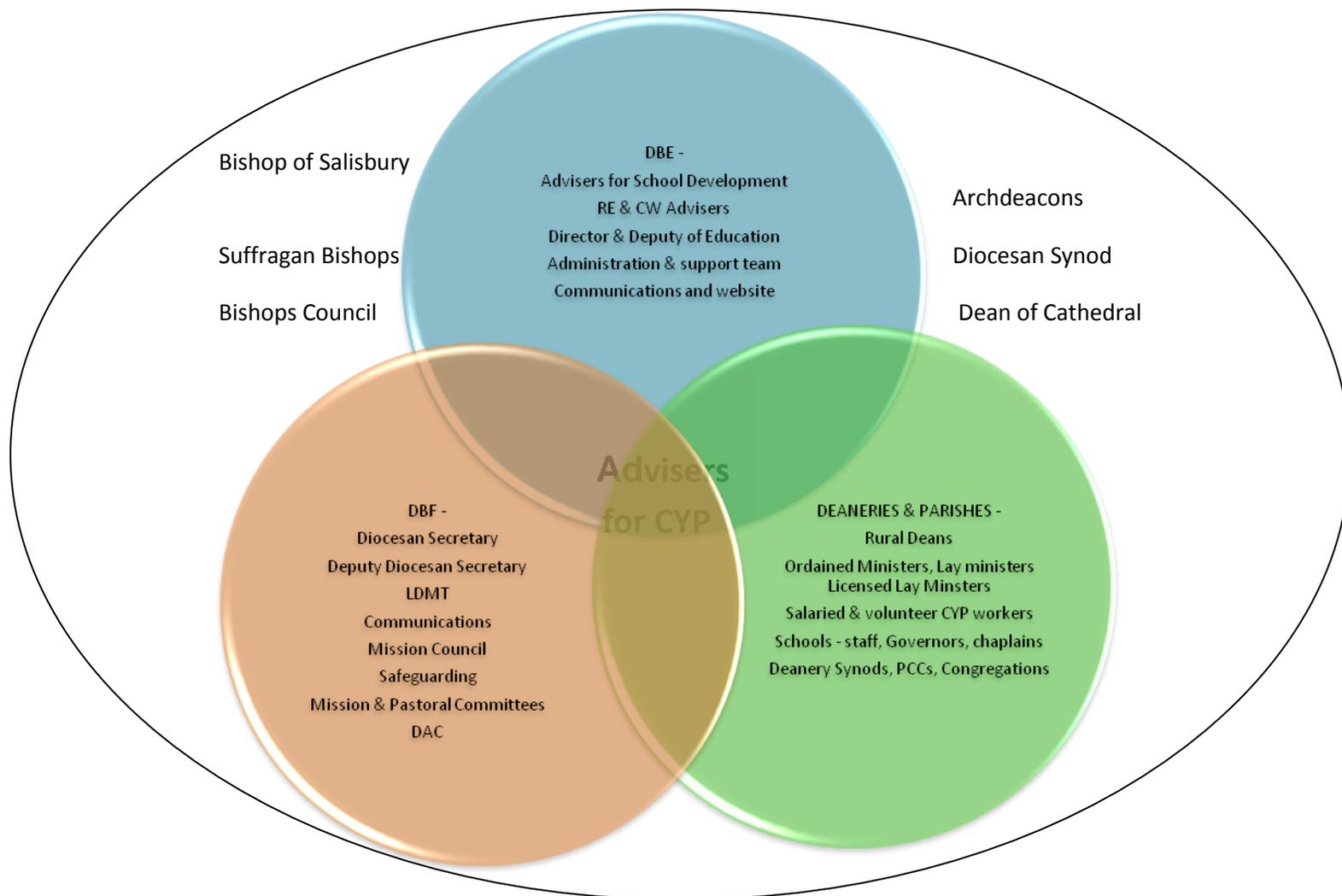
⁶*Going for Growth* (2010) Church of England's Archbishops Council Education Division

⁷Putting children, young people and families at the heart of our mission - a challenge for the Church – a Fulcrum paper September 2011

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8. Working Together: Advisers for work with children and young people and diocesan teams



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9. Training and Resourcing

Children and young people are valuable and vulnerable, so their care and nurture should be given the highest priority. It is crucial that to make sure all workers, both ordained and lay, are appropriately trained and their work is recognised, supported and valued. We will help to develop the skills of all those involved in work with children and young people by:

- Providing appropriate and relevant training for volunteer youth and children's workers in response to the 'Equipping' framework and the Government's desire to see volunteers trained to an appropriate level
- Developing specific issue training days such as; best practice, excellence in employment issues in partnership with Diocesan and ecumenical colleagues where possible
- Working in partnership with the School's Adviser, Building's and Governance Officer and Diocesan Director of Education to create training which encourages individuals and parishes to actively engage in their local schools
- Utilising the skills of qualified and employed youth and children's workers in delivering training sessions
- Working in partnership with Learning for Discipleship and Ministry Team to develop appropriate training and opportunities for dialogue and coaching for ordained ministers, lay ministers and licensed lay ministers
- Provide a network of best practice in youth and children's work across the Diocese to celebrate, inspire and encourage
- Collate, produce and make accessible, exemplary resources that can support those working with children and young people across the Diocese in a range of settings
- Offer support, encouragement and advice to volunteers, paid workers and ministers in their work with children, young people and families

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10. Resources Underpinning the Strategy

The implementation of the Children and Young People Strategy is predicated on the growth of resources, including through entrepreneurial approaches to resource generation. Our priorities are:

- The further development of high quality core professional services through an expanded centrally employed advisory and support staff team
- The significant extension of consultancy, deploying external consultants to time limited projects
- The development of time limited working groups of deanery and school leaders to build long term capacity within the system and enable the change process
- The further development of high quality resources, publications, training and continuing professional development/continuing ministry development
- The resourcing of the DEC in order for it to become a centre of excellence and hub of DBE work throughout the Diocese
- Resourcing to enable the exploration and establishment of partnerships

In the short term, the Advisers for Children and Young people will phase the implementation of the strategy by supporting the development and implementation of children and young people action plans with a group of six deaneries (see 13: commitment of parishes, below). In order to cascade the work within and beyond each deanery laity involvement is paramount. Working through champions for the strategy we will utilize the existing skills in the deaneries, including Chairs of Laity

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11. Communication

Clear communication between the Board of Education, Board of Finance, deaneries and the parishes will be vital to inform people of the vision and aims of the strategy and to put it into practice. For success in delivering the strategic aims there will need to be good ongoing two way communication to share good practice, share resources and training opportunities, to deliver advice and support across the diocese and to work in joined up way across the diocesan team.

Communication Methods will include:

- Use and further development of the existing communication methods e.g. the Diocesan website; e-bulletins; Sarum Link
- Respond to training course evaluations
- Development of the data base recording visits /course attendance, and its use
- Identifying and using other diocesan events
- Building on networks and personal relationships

12. Links with Partners

To deliver the aims and objectives of this strategy, and become a centre of excellence, truly acting as ambassadors for the children and young people of Salisbury Diocese we must further develop existing links with key partners, both in and out of church structures, and create new relationships with other organisations as appropriate. This will help to ensure that the church can meet the real, rather than perceived, needs that children and young people have within our communities both now and in the future. It will allow us to share good practice, share information about provision and areas of concern and to work collaboratively wherever possible.

Key partners:

- Parishes, their clergy, leaders and volunteers involved in delivering children and youth work in the diocese
- The Bishops, Archdeacons and senior leadership team throughout the diocese
- Salisbury Cathedral
- Anglican dioceses on both a regional and national level through the Children's and Youth Advisers networks

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- Ecumenical links with the Methodist, URC, Baptist and Roman Catholic advisers
- The Mothers Union
- Parachurch organisations for example Scripture Union, Youth for Christ, South West Youth Ministries
- Dorset Youth Association 0-19 forum, WYVC and Poole CYP Forum. Groups for voluntary organisations delivering CYP work in the diocese as well as a point of contact with each of the Local Authorities
- Church and community schools; their staff, governors and, where in post, chaplains
- Children and young people

13. Commitment of Parishes

In order to ensure this strategy is practically implemented across the diocese by Deanery, Benefice and Parish, full consultation has taken place, securing the commitment of the Bishops and Archdeacons.

- The DBE will work together with deaneries to help them produce an action plan for work with CYP in their parishes and communities to support them to achieve these strategic aims
- Each church and community are invited to commit to the strategy and deanery action plan. Considering how the strategy will practically shape their ministry
- Once the commitment is adopted each benefice can consider how they will share this with their congregation and community

January 2012

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