

Accessibility Trainer (Durham Diocese) - zero hours contract

Location: Durham Diocese – various locations across Durham and some work from home.

Hours: Variable

We anticipate most accessibility training sessions for individual churches will be ad hoc in the evenings (or occasionally at the weekends). All accessibility awards will be on Sunday mornings or over Sunday services.

Remote accessibility certificates will generally be two 30 minute calls in the week. Leaders' accessibility training will normally be during the week.

Sessions will be booked according to availability in liaison with the Accessibility Engagement Officer. The target numbers for each session are found in a table below.

Salary: £38.25 per hour (national insurance and pension contributions will also be made by Growing Hope).

Holiday pay: Holiday pay at 12.07% will be added to each pay slip.

Travel expenses: Will be paid at the rate of 45p per mile, plus parking, or a suitable public transport method.

Project length: 3.5 years

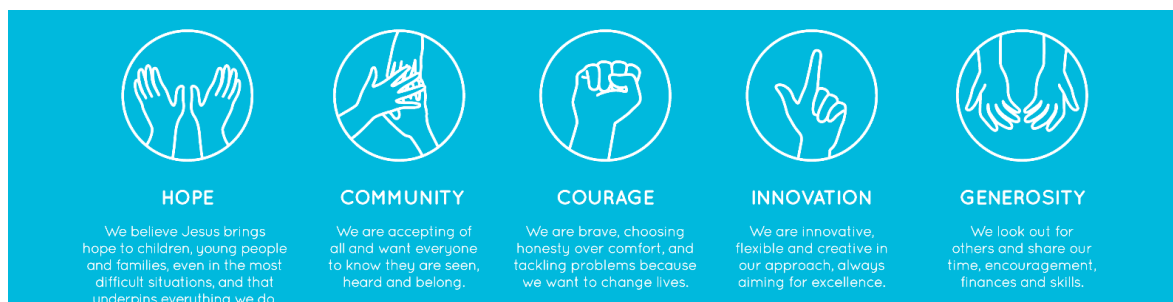
Growing Hope is a charity providing free therapy for children and young people with additional needs in partnership with local churches across the UK. We aim to grow hope for children, hope for families and hope in Jesus. Growing Hope was founded in December 2017 and has a vision to see 20 clinics set up across the UK by 2030. We have ten local charities across the UK in King's Cross, Brockley, High Wycombe, Redbridge, Maidstone, Farnham, Solent, York, Tunbridge Wells and Ipswich, some of these are in the process of setting up their clinics. We have worked with over 1000 children, young people, parents, carers and siblings since we launched. As a national charity Growing Hope has trained over 3000 professionals & parents. We are continuing to expand, with the set-up of further clinics on the horizon. This role is part of an exciting project with the Church of England to work with over 500 churches in the next three years through a pilot with six dioceses across the UK.

Praying with church leaders and others for their church's ministry will be a natural and inevitable part of the role.

Role Summary

We are recruiting an experienced therapist to provide our accessibility training and awards within the diocese of Durham.

Employees must be committed to Growing Hope's vision and values (below) and are expected to demonstrate these within their interview:



Championing accessibility and providing free therapy for children and young people with additional needs and their families in partnership with local churches across the UK.

Role Purpose

The Accessibility Trainer will work in a specific diocese to carry out Growing Hope's accessibility training and awards across a number of churches. This individual will work closely with the Accessibility Engagement Manager who is leading the project and the Accessibility Engagement Officer who is helping to deliver the project. The individual will be able to work flexibly for some evenings/ weekends in order to deliver what is needed. They will ideally be an Occupational Therapist (or similar) with experience in championing accessibility in churches.

Main Duties and Responsibilities

Accessibility Training

A 2hr training session enabling church teams to be practically equipped to welcome children and young people with a range of additional needs (physical, learning, mental health and undiagnosed). The focus will be on Sensory processing. How we understand the world through our senses, how God speaks to us and how we practically apply this to church ministry. The training includes voices of individuals with lived experience of additional needs and participating in church.

- Provide excellent communication with high motivation and engaging interaction during training sessions.
- Deliver Growing Hope accessibility training sessions, primarily during weekday evenings. (Growing Hope will provide the content of training sessions and there will be opportunities to shape this over the course of the project)
- Facilitate interactive workshops for individuals, groups, and organisations.
- Adapt delivery styles to suit diverse learning needs and abilities.

Leaders Accessibility Training

A 2hr training session in the diocese during a weekday, with five churches bringing 2-3 leaders together. The workshop will provide practical strategies around Sensory processing and engaging everyone to be seen, heard and able to belong in church. The training includes voices of individuals with lived experience of additional needs and participating in church.

- Deliver leadership accessibility training programmes.
- Support leaders in developing accessible church practices and accessible environments.
- Provide guidance and practical recommendations.

Accessibility Awards (Sundays)

An in-person audit of a church which explores five different aspects of accessibility - physical access, multisensory support, accessibility coordination, a culture of welcome and preparation for all individuals. We support all churches, including listed buildings, to enable greater accessibility for their whole community. This includes a detailed report and 30 minute call to discuss the church's accessibility.

- Conduct accessibility award assessments on Sundays.
- Assess the building, environment and style of provision in relation to the award requirements and training from the Centre for Accessible Environments (Growing Hope will arrange and pay for this training to take place).
- Support participants through award completion requirements.
- Write accessibility award reports which follow the award guidelines and structure.
- Provide a 30 minute follow-up call (potentially within working hours) with regards to the report and recommendations for the church.

Accessibility certificate:

This is based on an audit check-list and video call walk through of a church which enables us to provide support and ideas to achieve a bronze, silver or gold certificate in accessibility. We will provide a 30

minute feedback call and summary report of ideas to enable the church to be a place where everyone is seen, heard and able to belong.

- Deliver accessibility certificate sessions remotely via video call during weekdays.
- Ensure online sessions remain engaging, professional, and accessible.
- Complete associated documentation and certification records.
- Deliver a follow-up call and short report with recommendations for the church.

Accessibility Target numbers

Offer	2026 (Jul-Dec)	2027 (Jan-Dec)	2028 (Jan-Dec)
Accessibility Training	6	6	6
Accessibility Award	6	6	6
Leaders Accessibility Training	10 (2 sessions)	20 (4 sessions)	15 (3 sessions)
Remote Award	20	22	18
Totals	42 churches	54 churches	45 churches

General

- Representing Growing Hope and its wider work as part of presenting the different offerings listed above. This will include giving individuals at training sessions the opportunity to give to the work of Growing Hope.
- Attending away days twice a year with the Growing Hope team to build and shape the project.
- Sharing faith in Jesus and demonstrating this actively through your own examples of accessibility and church.
- Attending training covered by Growing Hope including When Dreams Change, the Centre for Accessible Environments training, induction and ad hoc training as required.
- Maintain data protection and confidentiality in line with Growing Hope's Data Protection policy.
- Ensuring adherence to Safeguarding and wider Growing Hope policies.

There may be opportunities to extend this beyond the Growing Accessible Churches project to deliver training and awards on behalf of Growing Hope in other contexts.

Person Specification

You will have a passion for supporting people with additional needs and a genuine interest in inclusion or a comparable field / cause.

ESSENTIAL

This role has an Occupational Requirement to be a Christian, as permitted under Schedule 9, Part 1, of the Equality Act 2010.
Qualified Therapist with at least 2yrs clinical experience.
Experience delivering training, workshops, or group facilitation.
Strong understanding of accessibility, inclusion, and diverse needs.
Excellent communication and interpersonal skills.
Confident using video conferencing platforms for remote delivery.
Flexible availability, including evenings and Sundays.
Ability to work independently and manage a flexible schedule.
IT savvy – able to record and analyse data and use technology to support your role.

DESIRABLE

Experience in leadership development or coaching.

Previous experience delivering accredited or certificated programmes.

Knowledge of disability inclusion and accessibility best practice.

Safeguarding training and awareness.

If you feel that you do not have all the essential criteria, but are still very interested in the role, we would be happy to receive an application from you.

If you would like to find out more about the role, please contact andy.stevens@growinghope.org.uk.