

## **Volunteer Gypsy, Roma, & Traveller Lead Advocate Role Description & Person Specification**

The Oxford Diocesan Board of Finance (ODBF) is committed to promoting a safe environment and culture for everyone.

The individual appointed to this volunteer role must be committed to our Christian vision, ethos and principles that underpin all that we do. Together we are called to become more Christ-like: contemplative, compassionate, and courageous for the sake of God's world. You can find out more about our diocese at [oxford.anglican.org/who-we-are/our-vision-and-values/](https://oxford.anglican.org/who-we-are/our-vision-and-values/).

The Diocese of Oxford is committed to promoting inclusion, justice, and equality for all. Gypsy, Roma, and Traveller communities in the UK face significant discrimination and racism, and face disadvantages in health, education, and employment. According to UK Census data, alongside reports from the Traveller Movement and academic studies, Gypsy, Roma, and Traveller people experience disproportionately poor health outcomes, and with life expectancy 10-12 years less than the general population<sup>1</sup>. Economic changes, recession, and restrictions on the informal economy has caused financial difficulties for some, and statutory services often fail to include the views and needs of these communities in planning and service delivery. In response to these stark inequalities, the Diocese wants to better support churches across the Diocese who are already, and those who want to begin, working with and alongside Gypsy, Roma, and Traveller communities.

### **Purpose of role**

The overall purpose of the role is to support and equip church leaders and local volunteers in their pastoral and practical work with Gypsy, Roma, and Traveller communities across the deaneries of Burnham & Slough, Maidenhead & Windsor, Bracknell, Sonning, and Reading, plus the Denham area.

### **Responsibilities - what will you be doing?**

The nature of the work will depend to some extent on the individual who takes up this role, drawing on their experience and skills, with support from the diocesan Social Justice Adviser.

The volunteer Gypsy, Roma, & Traveller Lead Advocate has the following responsibilities, focused within the deaneries of Burnham & Slough, Maidenhead & Windsor, Bracknell, Sonning, and Reading, plus the Denham area:

### **Learning**

- Attend Gypsy, Roma, & Traveller Friendly Churches' training and events.
- Stay updated on news and policy affecting Gypsy, Roma, and Traveller people.
- Build connections with local and national organisations supporting Gypsy, Roma, and

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<sup>1</sup> <https://publications.parliament.uk/pa/cm201719/cmselect/cmwomeq/360/report-files/36005.htm>

Traveller communities.

- Learn from lived experiences of Gypsy, Roma, and Traveller individuals.

### **1. Building a Network of Church Leaders**

- Create and support the 'Gypsy, Roma, & Traveller Advocates Network' for peer-learning, mutual support, exploring best practices, training, and with an emphasis on justice, lived experience, and developing intercultural churches.
- Help keep the network informed about resources, policy changes, and news.
- Working with others to co-create responses (eg advocacy or campaigning) to address emerging issues facing Gypsy, Roma, and Traveller communities.

### **2. Fostering Understanding**

- Focus on fostering understanding during Gypsy, Roma, & Traveller History Month.
- Visit churches, deanery chapters, and other church groups to foster understanding, and challenge discrimination and racism against Gypsy, Roma, and Traveller communities.
- Encourage churches to become Gypsy, Roma, & Traveller Friendly Churches.
- Share good news stories and updates from the 'Gypsy, Roma, & Traveller Advocates Network' with the Diocesan Communications Team.

### **Key Working Relationships**

**Responsible to:** Social Justice Adviser

Other key relationships:

- Archdeacon of Berkshire (senior staff member for Addressing Poverty and Inequality work stream)
- Equality, Diversity, and Inclusion (EDI) Committee members
- Racial Justice Adviser
- Communications Team

### **Location and hours - when and where you will be doing it?**

- Working from home with some travel to speak with groups and churches across the five deaneries you cover (Burnham & Slough, Maidenhead & Windsor, Bracknell, Sonning, and Reading) plus the Denham area.
- Attend occasional in-person training or network meetings.
- We anticipate the role could be around two to four hours per week. Hours will vary according to how much time you can offer.
- It is appreciated that this is a voluntary role, held alongside other responsibilities.

### **Support you will be given**

- An induction into your role
- A 'settling in' or 'trial' period
- Ongoing support, accountability, oversight and supervision (1:1s with the Social Justice Adviser)

### **General Information**

- This is a volunteer role for which expenses will be paid.
- Volunteer Gypsy, Roma, & Traveller Lead Advocate may be lay or ordained.
- We ask you to commit to this role for a minimum of one year, with the option to extend by mutual agreement.

## **Person Specification - Knowledge, Skills and Experience**

We are looking for volunteers with the following knowledge, skills, experience, and personal attributes to carry out the above role.

### **Essential:**

- A strong interest in issues affecting Gypsy, Roma, and Traveller communities, and belief in the church's part in responding to this.
- Comfortable building relationships with a diverse range of people, both in person and online.
- As this role involves representing and supporting the mission and values of our organisation, we are seeking someone who has an understanding of and empathy for the work of the Church of England as well as ability to subscribe to our Christian ethos and values.
- Ability to use video conferencing technology (e.g., Zoom, Microsoft Teams) or a willingness to learn.
- Willingness and ability to travel within the five deaneries you cover: Burnham & Slough, Maidenhead & Windsor, Bracknell, Sonning, and Reading, plus the Denham area.
- Strong communication, organisation, and facilitation skills.
- Self-starter, with ability to work independently and as part of a team.

### **Desirable:**

- We would particularly welcome applications from Gypsy, Roma, and Traveller people and/or have experience of working directly with Gypsy, Roma, and Traveller individuals or communities.
- Experience of creating and facilitating a network.
- Experience of speaking and presenting to small groups of people.
- Experience delivering talks or sermons, and running training sessions.
- Experience of co-creating initiatives or advocacy with marginalised groups.
- Familiarity with Anglican church structures.