



## JOB PACK

### Outreach & Engagement Worker



## About St Luke's

St Luke's is an Anglican parish church in the Bank Top area of Blackburn. The church has received significant investment through the Diocese of Blackburn to build a new church hall, renovate the church building, and establish a thriving Christian community.

Bank Top and the Galligreaves estate is one of the economically poorest areas of Blackburn. The church has grown to around 130 attendees on a Sunday and many more at activities during the week. A strong relationship has been built with the local primary schools and public agencies, with the church at the centre of the community. This provides the opportunity to develop missional work. St Luke's also plays a wider role as a Youth Resourcing Church for the Diocese of Blackburn, providing training in youth work for other churches.

St Luke's wants to be a thriving multi-generational church, empowering people of all ages to reach and disciple emerging generations from amongst those who have no or little existing contact with the Christian faith.

The team at St Luke's is led by Jason Gardner (Vicar) and Rachel Gardner (Youth Resourcing Lead), alongside a Curate and 5 other staff to bring about a new chapter for St Luke's and the local community. Having re-established ourselves, we are now looking to the next chapter in the life of St Luke's, building capacity and discipling new Christians to become the leaders of the future.

St Luke's is an enthusiastic, fast paced, professional, and fun working environment where we seek to encourage and offer compassion in everything we do. There is huge variety in the activities we undertake and we look to be innovative and creative in our mission approach. We are looking for ambitious, faith-filled, enthusiastic individuals to join us on our journey and be part of St Luke's staff team.

## Outreach & Engagement Worker (Adults)– Job Description

### Role purpose

To engage and build trusting relationships with vulnerable adults in the community, offering practical support, pastoral care, and opportunities to explore the Christian faith in a sensitive and accessible way.

Vulnerable adults may include individuals experiencing homelessness, addiction, unemployment, social isolation, offending history, mental health challenges, poverty, or those disengaged from church and mainstream services.

### Role profile

**Job title:** Outreach & Engagement Worker (Adults) - fixed term contract for 12 months with the potential for extension as further funding is secured

**Reports to:** Social Transformation Lead, St Luke's Church

**Location:** St Luke's Church, Bank Top, Blackburn, BB2 1TA

**Diversity:** St Luke's believes that diversity enables us to thrive and develop and is committed to race equality, welcoming applications from UK Minority Ethnic backgrounds.

**Special conditions of employment:** As a faith-based organisation and a place of Christian worship, our beliefs are foundational to everything we do. The post-holder will be expected to be sympathetic to these beliefs and work actively to support our ministry and vision.

**Salary:** £13.50 per hour (£14,040 p.a for 20 hours) from April 2026. Remuneration will be reviewed annually.

**Working days/hours:** 16-20 hours per week. The working hours and pattern can be discussed and agreed upon appointment.

**Annual leave:** 25 days per annum pro-rata plus bank holidays

**Probation period:** The role will be subject to completion of a satisfactory 3-month probationary period; appraisals will take place annually thereafter.

**Safeguarding:** St Luke's church is committed to Safeguarding and promoting the welfare of children, young people, and vulnerable adults. All post holders and volunteers are expected to share this commitment and undertake Diocesan Safeguarding training courses as well as undergo a DBS check.

**Pension:** There will be a pension scheme available with an employer contribution of 10%.

**Pre-employment checks:** Appointment to the role will be subject to receipt of two satisfactory references, eligibility to work in the UK and completion of an occupational health check/survey.

## Key responsibilities

### 1. Relationship-Based Outreach

- Build consistent, trust-based relationships with marginalised adults
- Engage individuals in community settings (streets, hostels, cafés, community hubs)
- Provide a non-judgmental and compassionate presence
- Work patiently with individuals who may distrust institutions

### 2. Practical Support & Advocacy

- Signpost and refer to housing, benefits, debt advice, addiction recovery, and mental health services
- Support individuals in accessing statutory and voluntary services
- Advocate on behalf of vulnerable adults when appropriate
- Assist with practical needs (food parcels, clothing, emergency support)

### 3. Faith Engagement

- Share the Christian message respectfully and appropriately
- Offer prayer and pastoral care when welcomed
- Create accessible faith spaces (informal discussion groups, drop-ins, recovery-focused Bible studies)
- Support discipleship journeys for those who come to faith

### 4. Programme Development

- Develop outreach initiatives such as drop-in sessions, recovery groups, community meals, employability workshops
- Partner with local agencies and charities
- Recruit and train volunteers for outreach work

### 5. Safeguarding & Risk Management

- Follow safeguarding procedures for vulnerable adults
- Manage boundaries appropriately
- Conduct risk assessments for outreach activities
- Maintain confidential and accurate records

## Expected Outcomes

Vulnerable adults engaging with the Outreach Support Worker will:

- Receive appropriate signposting and practical support to access statutory services such as housing, health, social care, and financial assistance
- Experience increased stability, safety, and confidence through consistent relational support
- Be empowered to make informed decisions, build life skills, and develop healthier coping strategies
- Be encouraged and supported in their journey of faith, fostering hope, purpose, and personal transformation
- Begin to break cycles of longstanding and complex needs through a holistic approach addressing emotional, practical, social, and spiritual wellbeing
- Demonstrate improved engagement with community resources, faith communities, and supportive networks
- Move toward greater independence, resilience, and overall wellbeing

## Person specification

This position requires professionalism and the ability to work in an ever-changing environment where multi-tasking, sound decision making, self-motivation and discretion are essential. The post-holder will need proven organisational, administrative, communication and inter-personal skills.

Criteria	Essential/Desirable	How this will be assessed
Health & Social Care or Equivalent Qualification	Essential	Application
A good level of literacy skills necessary to work with public agencies	Essential	Application
Excellent organisation and administration skills, able to meet deadlines and manage workload	Essential	Application and interview
Ability to learn and use simple IT applications, including Microsoft Office	Essential	Application
Good level of knowledge of safeguarding and boundary setting in working with vulnerable adults	Essential	Application and Interview
Strong interpersonal and conflict-resolution skills including the ability to manage challenging behaviour calmly and safely	Essential	Application and Interview
Ability to recruit, direct, and inspire volunteers	Desirable	Application and interview
Experience of working with vulnerable adults and ability to engage and signpost effectively	Essential	Application and interview
Understanding of local organisations with ability to build positive working relationships	Desirable	Interview
Supportive of the work of St Luke's in bringing God's love to our local community	Essential	Interview

## How to apply

Thank you for taking the time to read this job advert, the St Luke's team hope you are now planning to apply to join them.

To apply for this role, please complete an application form explaining why you have applied and what skills and experience you will bring to the role and send it to our Operations Manager, Andy Foot ([andy@welcometoslukes.org](mailto:andy@welcometoslukes.org)). If you would like to find out more about the role, please contact our Social Transformation Lead, Emma Mayoh ([emma@welcometoslukes.org](mailto:emma@welcometoslukes.org)).

The deadline for applications is Monday 30th March 2026