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I am pleased to introduce the Children, Youth and Families Charter as an exciting and uniquely beneficial scheme for churches across the Diocese of Norwich. The Charter is a 3 fold commitment to:

- the community
- children and young people
- those working with children, young people and families.

Joining the scheme is a clear commitment to welcoming children, young people and families into the heart of your congregation; it will help you make your church more attractive to families and help church be a more positive experience for those who already attend.

By adopting this Charter, you will:

- Have a Children, Youth & Family Charter sign to display on your church to show you are members
- A certificate of membership
- Access to a network of churches all on the same journey
- Be registered to use the Diocese of Norwich Resource Centre – saving the £25 annual registration fee.
- Be registered for membership of Momentum (Norfolk) with access to grants and reduced rate training – saving the £50 annual registration fee (see appendix 1).
- Be able to demonstrate to funders that you are inclusive and operate to a high level – improving the chances of grant funding being allocated.
- Be able to demonstrate to parents and carers that you are committed to the whole family and operate in a safe way.
- Enable the Diocese of Norwich Children, Youth & Families Team to support you more effectively.

I hope the Children, Youth and Families Charter will promote conversation and discussion amongst your church leadership, PCC and congregation and through prayerful consideration you may be led to adopt the scheme and see fruitful growth through it.

If you have any queries or questions please do not hesitate to contact me.

Yours Sincerely,

Jonathan Richardson.

# Children, Youth & Families Charter

## Our commitment to our Community

We will provide an inclusive service to our community by:

- Seeking to serve and respect all people regardless of their gender, marital status, race, ethnic origin, religion, age, sexual orientation or physical and mental capability.
- Acknowledging the freedom of people of all faiths, or none, both to hold and to express their beliefs and convictions respectfully and freely, within the limits of the UK law.

## Our Commitment to Children & Young People in the Church\*

In the way we plan, work with, and include children, young people and families in the church we acknowledge and promote that:

1. Children and young people are equal partners with adults in the life of the church.
2. All expressions of Christian worship are for children and young people as well as adults.
3. Learning is for the whole church – adults, young people and children.
4. Fellowship is for all, each belonging meaningfully to the rest.
5. Service is for children and young people to give as well as adults.
6. The call to share faith comes to all God's people of whatever age.
7. God speaks through children and young people as well as adults.
8. The discovery and development of gifts in children, young people and adults is a key function of the church.
9. We recognise and value the ministry children and young people can offer us and the church.
10. As a church community, we must learn to do only those things in separate age groups that we cannot, in all conscience, do together.

Parish \_\_\_\_\_

Signature \_\_\_\_\_ Name \_\_\_\_\_ Date \_\_\_\_\_

Incumbent \_\_\_\_\_

Chair of PCC \_\_\_\_\_

## Our Commitment to those working with Children & Young People & Families

### We will pray and support

We believe that those working with children and young people need spiritual support in their work.

**We promise to pray and keep their needs a high priority in the church's prayer life.**

### We will give space for retreat and reflection

We believe that taking time to think and pray is just as essential as organising events and meeting with children and young people.

**We promise to encourage those working with children and young people to use part of their schedule to give space for retreat, reflection and personal development.**

### We will provide ongoing training and development

We believe that learning the skills of children's and young people's work is an ongoing process, and that it is important to continually invest in professional development.

**We promise to set aside time and money to provide training and development for those who work with children and young people.**

### We will share responsibility

We believe that those working with children and young people should not shoulder the full burden of the work and does not release the rest of the church from our responsibilities towards young people.

**We promise to encourage everyone to play a part in volunteering, praying for and supporting children and young people.**

### We will strive to be an excellent employer

We believe that it is important to have clear structures and procedures for recruiting and employing workers and volunteers, and providing supportive management structures.

**We promise to follow good practice guidelines in the way we employ and manage workers and volunteers.**

### We will celebrate and appreciate

We believe it's vital to acknowledge what those working with children and young people are doing and the commitment they have made to work in our church.

**We promise to make sure those working with children and young people know they are appreciated and we will celebrate their achievements.**

### We will follow best practice

We believe that we should set a high standard in our work with children & young people and be above reproach and are committed to best practice in our children and young people's work.

**We promise to work towards attaining a minimum of the national Ambition Quality Bronze Award.**

### We will work with others

We believe that sharing knowledge and resources with others is a vital part of keeping our work with children, young people and family's fresh and enabling the whole church to grow.

**We promise to develop partnerships with other churches, voluntary groups, statutory agencies and local government wherever appropriate in order to create an effective, integrated service for children and young people, avoiding unnecessary duplication of resources.**

## Appendix 1 - Diocese of Norwich & Momentum Norfolk.

Churches across Norfolk and Waveney are significant providers of children and youth work. The Diocese of Norwich represents 557 parishes, many of whom are active in supporting young people physically, mentally and spiritually. Diocese of Norwich churches currently run over 400 groups in the community, school or churches.

The Diocese of Norwich and Momentum Norfolk have entered into a strategic partnership to enable churches who work with children, youth and families to access additional grants, support and training through Momentum Norfolk.

### Benefits for Churches:

- Membership of Momentum (Norfolk) at no cost.
- Access to Momentum (Norfolk) small grants programme - up to 2 per Benefice for each financial year.\*\*

*Momentum (Norfolk) is funded by Norfolk County Council to award small grants of up to £500 to voluntary clubs, groups & organisations working with young people aged 11-19 years in Norfolk.*

- Reduced training costs.  
*Momentum (Norfolk) offer a wide range of courses covering youth work practice, first aid, etc. Momentum (Norfolk) members receive discounts on the training they offer.*
- Associated benefits from Ambition and UK Youth.
- Offer the 'Norfolk Youth Award' to recognise and validate young people.
- Support to achieve "Ambition Quality Mark".

*Ambition Quality is a national kitemark to recognise and accredit good quality, safe youth provision. Getting an Ambition Quality mark means your youth club, drop-in café, sports club or youth project is welcoming, gives young people a chance to grow and develop social skills, and that there are policies and procedures in place to keep them safe.*

*Achieving an Ambition Quality mark proves to funders and partners that you can deliver high quality services, and it shows your commitment to improving your services for the young people you work with.*

\*\*grant applications must be countersigned by the Diocese of Norwich, Children Youth and Families Team.

### How do I join the scheme:

- Register your interest with the Children, Youth & Families team.
- Identify a key contact to receive emails and publicity.
- Adopt the CYF Charter – send CYF copies of PCC minutes related to adopting the charter and a copy of the signed charter.
- Ensure a representative attends the annual CYF Forum.
- Maintain an accurate register of children, youth & families groups along with key contacts, sharing regularly with the CYF Team. (via the Parish Safeguarding Audit Form)
- Keep events on BrightMap and GoDo up to date.
- Commit to reviewing children, youth and families activities on a regular basis and adding action points to the church growth plan – sharing these with the CYF Team.