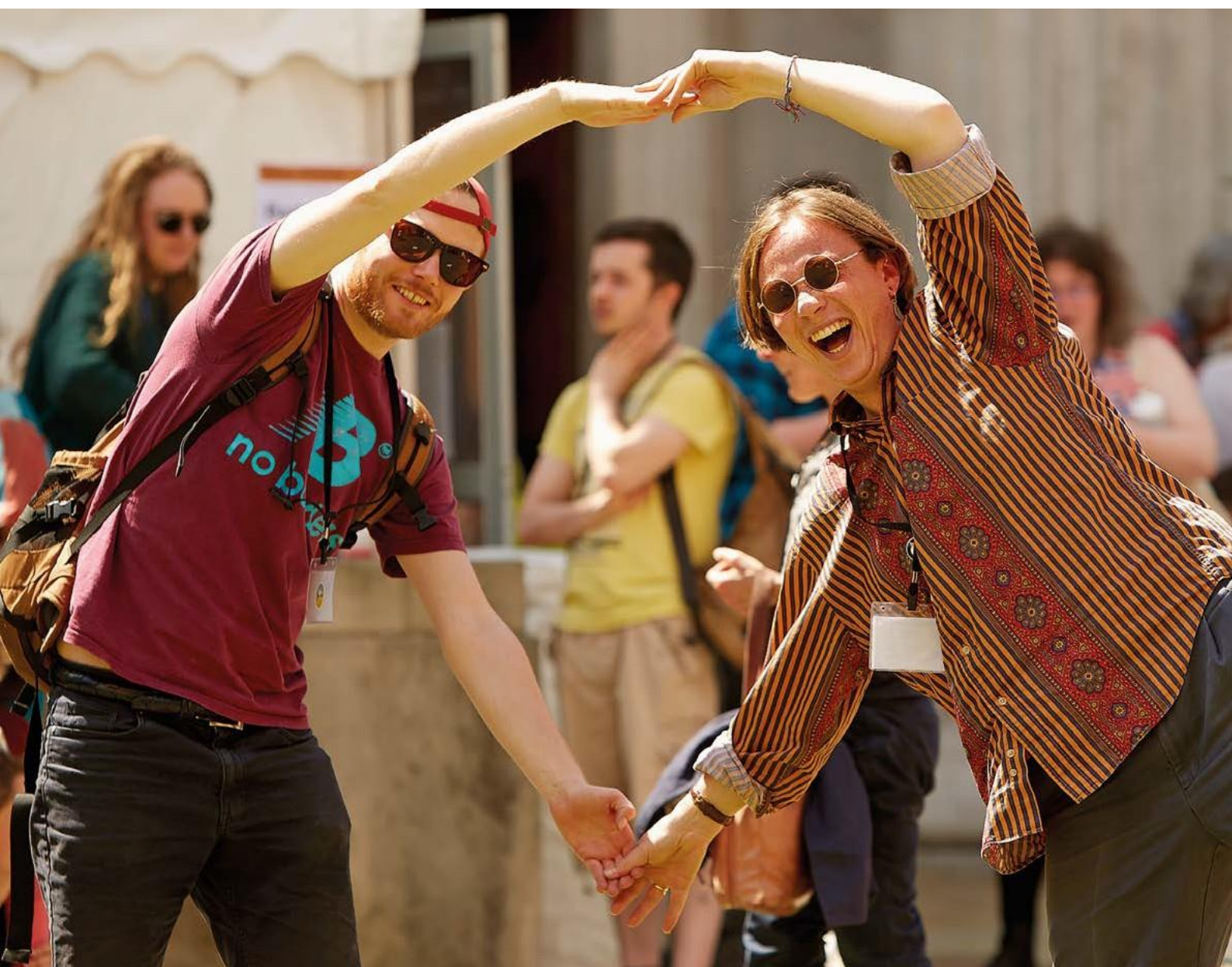


Quakers in
Britain



Application Pack

Climate Justice Lead



Introduction



This is an exciting time to join us and make a real impact.

Quakers are led by their faith to build a more just, peaceful and sustainable world.

Our climate justice work is central to this. Over the last decade, Quakers have become an increasingly effective part of the climate justice movement. We have a well-established work programme which includes political advocacy on behalf of the Quaker community, working to strengthen the climate justice movement and supporting individual Quakers and Quaker communities throughout Britain to engage and take action on these issues.

Our vision is for just ~~a~~solutions to the climate crisis; where the economic system operates within ecological limits and upholds the wellbeing, dignity and equality of all. In the lead up to COP30 the climate justice lead will play a vital role managing and implementing our existing work programme. Beyond COP, they will develop and shape the work so that it builds on what has been achieved and responds effectively to the changing national and international context.

We hope the information in this pack will fire your interest. If you want to join our friendly, collaborative team we look forward to receiving your application.

You will find in this application pack background information about the Quakers, salary and benefits of working for us along with the job description/ person specification for the post.

Regards,

Suzanne Ismail

Head of Campaigns, Advocacy & Faith in Action.

If you would like an informal chat about the role before applying please email suzannei@quaker.org.uk.



About Quakers

The Religious Society of Friends (Quakers) is a radical faith group with its roots in Christianity. It emerged in the mid-17th century as a group with no separate priesthood, and with a form of worship based in silence.

Quakers have been committed to peace, equality, simplicity and integrity throughout history, and are known for work to bring about social change over the years, such as on the abolition of the slave trade, the relief of suffering in wartime, improving living conditions for factory workers and the introduction of same-sex marriage.

You can read more about the story of Quakers at www.quaker.org.uk/intro-quakers.

About Britain Yearly Meeting

Britain Yearly Meeting (BYM) is the national umbrella organisation for Quaker meetings in Britain. We provide events and support services to nearly 500 local Quaker meetings across Britain, carry out peace, sustainability & social justice work on their behalf, and work to raise public awareness of Quakerism.

All Quakers in Britain are invited to come together at Yearly Meeting (the annual sessions of Britain Yearly Meeting), which meets to explore, through worship, the issues of concern to British Quakers, and to guide the work of the national charity.

We are a registered charity with an annual turnover of around £12m. Responsibility for the charity lies with the fifteen Trustees of Britain Yearly Meeting, appointed from among the Quaker community. We are based at Friends House (opposite Euston station in central London), which houses our central offices accommodating 150 staff.

You can download our Trustees Annual Report & Financial Statements here: www.quaker.org.uk/annualreport

The work of Britain Yearly Meeting is carried out through five departments:

- Quaker Life supports Quaker meetings in their life and worship, oversees Quaker outreach, provides training, and organizes events for children & young people.
- Quaker Peace & Social Witness runs programmes supporting peace and climate justice, through campaigning, training, placements, community empowerment and by supporting Quakers in local activity.
- Quaker Communication & Services promotes public awareness of Quakerism, provides advocacy, media, web and publications services to the organisation, and oversees fundraising from Quakers, Quaker meetings and Trusts.
- Quaker Finance & Property oversees the budget and finances of BYM, including our ethical investment portfolio and properties.

Our wholly-owned trading subsidiary, Quiet Company, operates Friends House as a major conference venue and runs the building facilities. The company also runs Swarthmoor Hall, a historic house with accommodation in Ulverston, Cumbria (www.swarthmoorhall.co.uk).

You can read more about the governance structures of the Quaker organisation in Britain here www.quaker.org.uk/structure.

Our values



Our Values

How we act as Quakers goes together with what we believe.

Quakers don't have a fixed creed because we have found that the search for truth can lead us to new expressions of values as well as confirming existing ones. We call these values 'testimonies'. Today we focus on equality, peace, truth, justice and simplicity, and how they relate to one another.

Our testimonies encourage us to work for a more just, peaceful and sustainable world. It's not always easy to live this way, but as Quakers we encourage each other to keep trying.

Equality and justice

Quakers believe everyone is equal. This inspires us to try to change the systems that cause injustice and that stop us being genuine communities. It also means working with people who suffer injustice, such as prisoners of conscience and asylum seekers. We were campaigning for independent juries in the 17th-century, for marriage equality in the 21st, and for a range of things in between.

Peace

Quakers are perhaps best known for our peace testimony. It comes from our belief that

love is at the centre of existence and that all human life is of equal worth. It has led Quakers to refuse military service and work creatively for peace. This has ranged from practical work in areas affected by violent conflict to developing alternatives to violence at all levels. This could be personal or international.

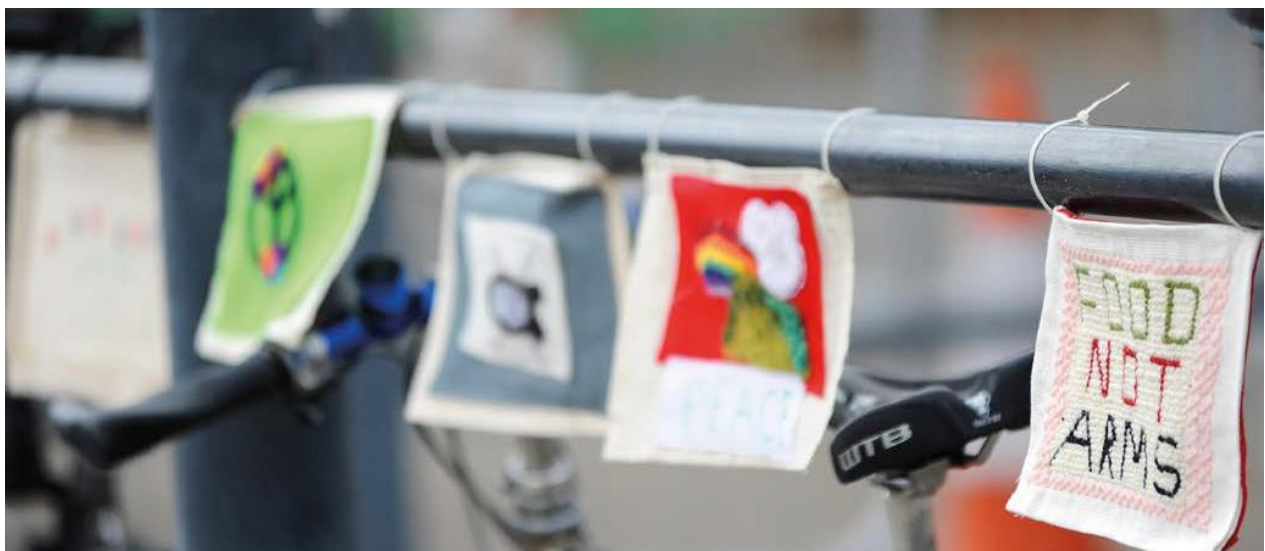
Truth and integrity

Quakers try to live according to the deepest truth we know, and we connect most deeply to this in the stillness of worship. This means speaking the truth at all times, including to people in positions of power. As we are guided by integrity, so we expect to see it in public life.

Simplicity and sustainability

Quakers are concerned about excess and waste in our society. We want to make sure our use of natural resources is sustainable. We try to live simply and to find space for the things that really matter: the people around us, the natural world, and our experience of stillness.

The process of living out our faith is often called Quaker Witness – you can find out more about Quaker work by listening to our podcast: www.quaker.org.uk/our-work/podcast.





Working for Britain Yearly Meeting



Britain Yearly Meeting is a national charity employing around 200 people. Its purpose is to work for, with and on behalf of Quakers in Britain.

About our organisation

Quakers is the name often used for the Religious Society of Friends. Although we have our roots in Christianity, we also find meaning and value in the teachings and insights of other faiths and traditions.

In Britain there are about 20,000 Quakers. We have 500 local Quaker Meetings, grouped into 72 'area meeting' charities. All these charities are affiliated to Britain Yearly Meeting (BYM).

Britain Yearly Meeting (BYM) is a charity, formally known as 'Britain Yearly Meeting of the Religious Society of Friends'. The trustees are appointed by and accountable to British Quakers; and because this work is done for and on behalf of Quakers from the whole of Britain, the work we do is known as 'centrally-managed work

A Quaker workplace

We aim for our workplace to be consistent with Quaker values - broadly the same as most well-run progressive organisations. For example:

- We expect staff to respect each person regardless of age, race, religion, gender, transgender status, sex, sexual orientation, disability, marital or civil partnership status
- We avoid unjustifiable and unlawful discrimination in our employment practices
- We follow good employment practice, with clear and supportive line management
- We have a 1:4 ratio between the lowest and highest salaries
- We aim to be open and honest in all our work
- We avoid titles such as 'Mrs.' or 'Mr'

- Very few jobs with BYM are restricted to Quakers, although about 1/3 of the staff are Quakers or linked to Quakers in some way.

The Quaker way of life

The Quaker way is based on silent worship, as a way to help people connect directly to God. Quakerism began in Britain in the 17th Century. Its roots are in radical Christianity, although today not all Quakers call themselves Christian.

Quakers share a way of life rather than a set of beliefs. We seek to experience God directly, within ourselves and in our relationships with others and the world around us.

Quakers are ordinary people, who try to live their values they can. This leads many Quakers to work for a better world.

Values that are important to us include truth and integrity; simplicity; equality; peace; and sustainability.

You do not need to be a Quaker to worship with us at one of our meetings.

You can find out more:

- From our website: www.quaker.org.uk.
- By reading **A**dvice**s** and **Q**ueries which is an introduction to Quaker belief. Read it online at <http://qfp.quaker.org.uk>.
- By visiting the Quaker Centre at Friends House, which has leaflets and books, and volunteers who can answer questions.
- Or by requesting a free information pack from www.quaker.org.uk/more-information.

About the team



Quaker Peace & Social Witness

The role is part of a small campaigns, advocacy & faith in action team within our Quaker Peace & Social Witness (QPSW) department.

QPSW's work is guided by our [2021-2025 strategy](#)

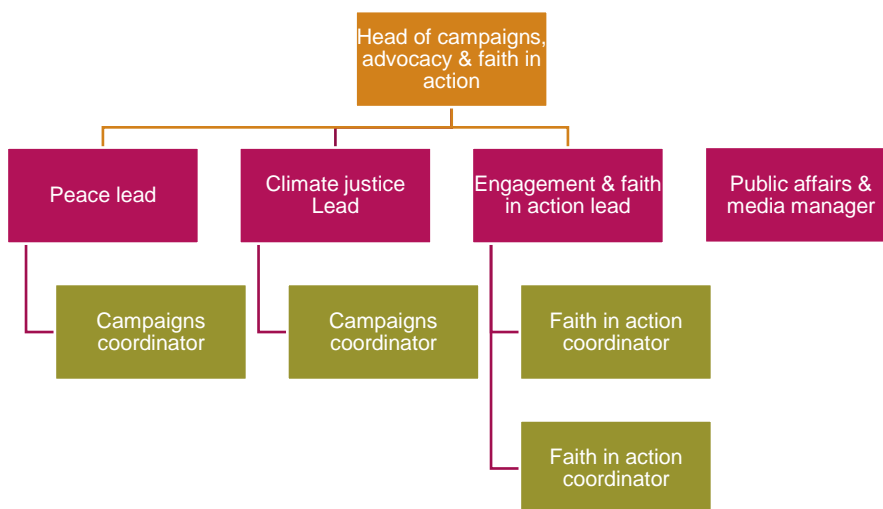
Our work is both local and global. In Britain we promote peace education, support action for climate justice and campaign for non-militarised approaches to security. Overseas we support peacebuilders in East Africa and work for a just end to the occupation of Palestine. We seek to fill the gaps, to work where help is most needed, alone or with others.

QPSW Central Committee (the committee of Quakers that oversees and guides our work) has identified climate justice and peace as key themes for our work over the next few years.

Our strategy recognises that these issues are often interlinked with other major crises including a rise in inequalities, state violence, overt racism, and a growing threat to the right to peaceful protest.

Through all of our work, we encourage Quakers and others to take a structural approach – recognising that many of the challenges we face are shaped by power hierarchies, historical injustices and an economic system that exploits people and the Earth. This leads us to work for a 'just peace', a peaceful world which is underpinned by principles of equality and justice. This means working for an end to oppression and discrimination – including the need to examine whether our own actions may be contributing to this. Many of the ends we work towards, historically and currently, are long term and require patient, but creative, work over years or decades.

Organisation chart



About this post



As the organisation's main policy specialist on climate justice issues, the postholder will play a key role in shaping our campaigning and advocacy work.

You will draw on your own expertise as well as longstanding Quaker discernment and experience to ensure that Quakers continue to act and speak out effectively on climate justice issues and the just economic systems that are needed to underpin this. Our recent climate justice work has included helping to strengthen and coordinate interfaith advocacy. This includes campaigning for a loss and damage fund to compensate communities who have been devastated by the climate crisis. We are finding new ways to add faith voices to campaigns putting pressure on insurance companies to phase out support for fossil fuel projects. We work closely with other partners to advocate for ambitious government policy which addresses the root causes of the climate crisis and supports a just transition.

Some of these projects will be ongoing and will be managed or delivered by the post holder. However, the post holder will also be responsible for building on this: using learning to adapt and develop our work programme so that Quakers continue to play an effective role in the climate justice movement in a continually changing political context. They will explore new opportunities for speaking out, deepen our policy thinking and ensure that our climate work develops in line with the Quakers in Britain commitment to become an actively anti-racist church.

In addition to these subject-specific elements, the role has shared

responsibility for managing our campaigns, advocacy and faith in action team. The latter involves working with our peace lead, engagement & faith in action lead and public affairs & media manager to build connections between our key work themes of climate justice and peace. Together you will make recommendations to our governance committees about policy and priorities. You will work together to develop an effective work programme and allocate staffing capacity accordingly.

You will line manage one of our two campaigns coordinators, both of whom work flexibly across our priority issues according to need. You will support them to develop in their role, creating creative and accessible ways for Quakers to learn about and engage in our priority campaigns. This role will suit someone who is passionate about and able to join the dots between a range of peace and social justice issues and is excited by the possibilities this brings.

We do much of our work through coalitions, so as well as working with the Quaker community, this role will give the post holder the opportunity to work with and contribute to a wide range of partners and networks in order to strengthen social change movements and maximise collective impact.



1. Job purpose

The role responds to Quaker Peace & Social Witness Central Committee's strategic priority to 'Influence currently dominant economic, political and social systems to establish and maintain a more peaceful and sustainable world'. More specifically the role will:

- Lead the organisation's work to build climate justice and the just economic systems which are needed to underpin this, as part of the wider Quaker commitment to sustainability
- Ensure that Quakers in Britain are able to play a distinctive and effective role in climate justice movements – at both local and national level
- Lead work supporting local and national Quaker voices to influence policy in a way that furthers climate justice principles, building more just economic structures locally, nationally and globally.
- Jointly manage the overall development of Quakers in Britain campaigns, advocacy & faith in action work.

2. Key accountabilities and main tasks

- Manage and deliver an evolving work programme, including strategic oversight, project planning & development, monitoring and reporting.
- Co-manage and guide the work of the wider campaigns, advocacy & faith in action work team, helping to develop

priorities and ensuring a joined up work programme

- Stay abreast of relevant developments in the external political and social context and within the Quaker community and adapt the work where appropriate.
- Contribute to periodic contextual and needs analyses, working with Quakers and colleagues to determine how Quakers in Britain can play an effective role in peace, social justice and climate movements, and in connecting these issues.
- Work with colleagues to develop creative advocacy and campaigns work, including:
 - engaging in key external coalitions
 - advising BYM and Quakers on how and when to 'speak out' on an issue
 - engaging with elected representatives and other influencers
 - ensuring that organisational responses are distinctively Quaker and reflect appropriate decision making processes
- Produce communications content = including for newsletters, blogs, video, web, BYM statements and press releases.
- In line with agreed priorities, deliver workshops, talks and events to inform and excite Quakers about the work, highlight its spiritual roots and invite the Quaker community to be part of this.
- Develop and nurture strategic project partnerships and networks, including



with other Quaker agencies and organisations.

- Undertake monitoring and evaluation in-line with organisational practices - contributing to a learning culture in BYM and to fundraising where appropriate.
- Coordinate with the Supporting Quaker Communities team and Woodbrooke learning centre to ensure that support for Quakers is complementary and to prevent duplication.
- Provide reports, recommendations and advice to governance committees and advisory groups, engaging positively with members so they understand the work and can guide it effectively.
- Line management responsibility: Guide and support colleagues to work effectively and to implement an agreed work plan. This will include balancing responsive and planned elements as well as occasional project work.
- Support organisational engagement with the media, within area of expertise.
- Help to ensure that the Quaker commitment to equality and nonviolence are incorporated across the work and that the work embeds and promotes anti-racist and anti-oppressive practice.
- Act as a staff link to selected Quaker recognised bodies.¹

¹ Quaker recognised bodies are independent groups of Quakers, formed to explore a common interest or develop a shared project.

3. Intellectual demands

The post requires:

- Expertise in current debates on climate and economic justice issues, including opportunities for building alternative models and practices.
- Ability to develop expertise in new areas quickly – according to the needs of the programme.
- Ability to monitor and respond to trends, opportunities and challenges and to apply this knowledge in order to develop new work.
- Flexibility, creativity and innovative thinking based on sound research and analysis.
- Planning, budgeting and monitoring skills, and the ability to write reports on the work which will enable good governance decisions to be taken.
- Ability to communicate complex subjects clearly to engage and enthuse a range of different audiences.
- Ability to facilitate conversations and communicate with others on sensitive topics.
- Willingness to understand and engage with Quaker processes and a sympathy with a faith-based approach to the work. Quakers express their faith in diverse ways and are not necessarily typical ‘activists’.

4. Judgements

This role will have a significant amount of influence in BYM’s response to unpredictable world events, but will work



within organisational frameworks and line management guidance. Proposals to change the strategic direction of the work, for significant new projects or the development of new policy positions must be agreed by the relevant governance body.

- Ability to identify and propose new work– responding to needs and context within the strategic priorities set by Quaker committees.
- Ability to weigh up competing priorities and make recommendations about the best place to put organisational resource and energy.
- Able to handle controversial or sensitive subjects – as well as those that attract public attention – confidently and safely within the organisation’s media protocols.
- Ability to self-direct and make operational decisions on a daily basis based on programme priorities as well as organisational aims and values.
- Ability to appropriately represent Quakers externally at e.g. other voluntary organisations, faith groups and to advocate organisational positions with policymakers.
- Able to build effective and respectful relationships and to recognise, and respond to, the varied skills, contributions and needs of Quakers and others we work with.
- Self-reliance and the ability to function without administrative support.

5. Use of resources

- Responsibility for developing and monitoring project budgets.

- Use programme resources effectively, and in a way that aligns with BYM’s values and ethical commitments.

6. Communications

Internal Communication – approx. 40%

- Contact will mainly be within the campaigns, advocacy & faith in action team. The post holder will also liaise closely with communications, public affairs and fundraising colleagues.
- Key relationships include: Peace lead, engagement & faith in action lead, public affairs and media manager, Scottish parliamentary engagement officer, local development workers, team leader: witness & collaboration, and communications colleagues.

External Communication – approx. 60%

- Governance committees
- Quaker individuals and communities
- Coalitions and networks
- Other Quaker groups and agencies, including Woodbrooke (the Quaker learning organisation)
- Policymakers

7. Physical demands & coordination

The role is primarily office based with no unusual physical demands required of the post holder.

- Extensive VDU use.
- High levels of sustained concentration to support analysis, effective listening and facilitation.
- Some aspects of the work may involve travelling alone with equipment,



preparing workshop spaces by moving furniture, etc. This can be mitigated through reasonable adjustments if necessary.

events, with support from events team and other colleagues as needed.

8. Working conditions and emotional demands

- The role can be based at Friends House in London, Quakers in Britain Yorkshire Centre in Leeds or from home (subject to a suitable work location being agreed with Britain Yearly Meeting).
- If based at another location, regular travel to London (approximately once every 2 weeks, plus other visits based on operational need) should be expected. This may require overnight stays. Reasonable travel and accommodation expenses away from your agreed place of work will be paid for by Quakers in Britain.
- Core working days are Tuesdays and Thursdays. This is necessary to support cross-organisational and team coordination.
- In addition to the above, it will sometimes be necessary to work away from home at other locations, mainly in the UK but possibly overseas. It will also be necessary to undertake some work outside of normal office hours. Up to 10 weekends a year may be affected by work commitments, for which Time off in Lieu will apply.
- Working on challenging issues with a wide range of people can be emotionally demanding and requires inclusivity, sensitivity and cultural adaptability.
- Helping to manage safeguarding, pastoral, and accessibility needs at

Other responsibilities

- To undertake duties and responsibilities commensurate with the post
- Responsible for ensuring that BYM's Safeguarding Policy is adhered to in all aspects of the role
- Responsible for ensuring that BYM's Equal Opportunities Policy is adhered to in all aspects of the role
- Responsible for ensuring that BYM's Health & Safety Policy is adhered to at all times
- Responsible for ensuring that BYM's commitment to sustainability is adhered to in all aspects of the role
- Responsible for ensuring that Britain Yearly Meeting's Staff handbook is adhered to at all times.



Essential knowledge

- Knowledge of, and sympathy with, Quaker values and approaches to climate justice
- Substantial knowledge of climate justice issues and an understanding of the root causes of the climate crisis, including economic drivers
- Knowledge of a range of different techniques and strategies needed to bring about social change in these areas.

Essential experience

- Experience of carrying out relevant campaigning or advocacy for social change.
- Experience of partnership working and coalition building to contribute effectively to social change.
- Experience of carrying out relevant research and policy analysis.
- Experience of designing and delivering effective advocacy and/or campaign strategies and successfully advocating for progressive economic or environmental policy change.

Essential skills

- Proven skills in strategically guiding a complex work programme, including designing, delivering and monitoring projects without close supervision
- Excellent oral and written communication skills. The ability to present complex information in a

clear and engaging way according to audience need

- Excellent interpersonal skills with the proven ability to communicate and build effective working relationships with a broad range of people with differing levels of knowledge and experience
- Line management experience, or equivalent coaching or supervisory experience
- Good general IT skills using the standard Office package, electronic supporter mailing software and contact databases (or willingness and ability to learn)

Desirables

- An understanding of Quaker structures and processes
- Experience of working with faith communities
- Developing and facilitating workshops and delivering talks
- Experience of supporting grassroots campaigners and/or community groups to contribute effectively to social change
- Experience of working with a volunteer governance committee
- Experience of monitoring and evaluation of social change work



Salary

£40,534 (£50,668 pro-rata) per annum – London
£34,454 (£43,068 pro-rata) per annum – Regional

Location

Based at our offices in Leeds (LS2) or London (NW1), or at home if you do not live within reasonable commuting distance. London-based staff can work at home some of the time by agreement. Frequent travel to London will be required.

Hours of work

28 hours per week, to include Tuesdays and Thursdays (departmental core days).

Flexible working options

We are open to discussions about flexible working patterns as long they allow for full delivery of the role responsibilities.

Holiday

27 days a year (pro rata) plus bank holidays and three days for Christmas closure.

Subsidised café

We have an on-site café at our London site that provides subsidised meals as well as a bookshop selling ethically sourced goods.

Cycle to work scheme

We offer a cycle to work scheme which helps you save money on a new work bike and spread the cost of the bike over monthly tax-free instalments.

Annual Season Ticket Loan

We will provide with a loan of up to £7,500 to cover the cost of your season ticket

repayable in 11 monthly instalments.

Sabbatical scheme

Staff are able to take a nine-month unpaid sabbatical leave after five years' continuous service.

Pension scheme

Quakers have a generous pension scheme where we contribute 8% of your salary and you contribute 3% of your salary. You have the option to increase your contributions should you wish and to pay your contributions via salary sacrifice.

Sick pay scheme

We have a very generous sick pay scheme: If you have less than 12 months service, you are entitled to full sick pay for 3 weeks followed by three weeks at half pay.

After 1 years' service, you are entitled to full sick pay for 3 months followed by 3 months at half pay, subject to a maximum of six months since the start of your service.

After 4 years' service you are entitled to full sick pay for six months followed by six months at half pay, subject to a maximum of 12 months.

Private Health Insurance

If you are off work due to sickness for more than 52 continuous weeks you will be eligible, subject to requirements of the scheme, to sick pay.

Employee Assistance

Quakers offers access to an independent, confidential employee assistance programme, which is available 24 hours a day.



Family Friendly Policies

Our family friendly policies give enhanced maternity and adoption leave. After one year's service by the 15th week before your baby is born or you adopt, you will be entitled to six weeks at full pay, 20 weeks at half pay and 13 weeks at SMP. Parents expecting multiple births will receive an additional two weeks of parental leave. Staff undergoing IVF treatment will receive 10 days paid leave to attend their appointments and up to 5 days paid leave for staff who wish to accompany their partner to appointments who are receiving IVF treatment in any 12-month period.



Apply online at www.quaker.org.uk/jobs.

Please ensure that your application addresses each element of the person specification.

The closing date for applications is:

16 April (8am)

We will consider your application immediately after the closing date and get in touch with you as soon as possible.

Interviews will be conducted at our London offices on **Tuesday 29 or Wednesday 30 April 2025.**

Quakers have a faith commitment to equality and encourage and welcome applications for posts from people of all identities and backgrounds. As a result of our recruitment practices, individuals will be selected only based on their relevant skills, experience, qualifications and abilities. We work hard to ensure that a candidate's age, belief, disability, ethnicity, gender, gender reassignment, marital status, nationality, neurodivergence, race, religion, sex, sexual orientation or social class will not be a barrier to working for Quakers in Britain. As a Quaker organisation we expect all applicants and employees to uphold our values.

We aim to operate an equitable and user-friendly application process for all candidates. If you need any reasonable adjustments during the application process, please contact our People Team.

Quakers in Britain is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share and uphold this commitment.

Our recruitment and selection process reflects our commitment to safeguarding, and the suitability of all candidates will be assessed during recruitment in line with our Safer Recruitment guidelines. Successful candidates will be subject to pre-employment checks in line with these guidelines.

The successful candidate will be required to undergo Safer Recruitment pre-employment checks, including:

- Right to work check
- References, including your current line manager

