



## Community Inclusion Development Worker

### About Sunrise Diversity:

Sunrise Diversity is a charity dedicated to ending discrimination and creating connected, inclusive communities where everyone feels they belong. For over 10 years, we have grown from a volunteer-led community group into a trusted organisation, led by the voices of the diverse people we support. We provide safe, welcoming spaces, classes, advocacy, and social opportunities that help people build confidence, reduce isolation, and strengthen relationships. By celebrating diversity and challenging discrimination, we aim to create communities where every individual is welcomed and supported.

Our new five-year See Me project, funded through a long-term grant, allows us to expand our work across Northern Devon, particularly for migrants, refugees, LGBTQ+ individuals, and others facing social or geographic isolation. The project strengthens connections through ESOL English classes, safe spaces, social opportunities, and advocacy while working with local authorities, partners, and volunteers to embed inclusion across services and community life. Joining Sunrise means contributing to a team that helps people connect, grow, and belong—making rural communities more equitable, welcoming, and supportive for everyone.

### About the Role:

**Contract:** Permanent, part time, 22.5 hours per week

**Salary:** £25,014 FTE (£15,210 pro-rata)

**Location:** Based at Sunrise offices, 25 Castle Street, Barnstaple with hybrid working. Some occasional evenings and weekends as required.

**Holiday:** 33 days including bank holidays FTE, plus 2 days pro-rata over Christmas

**Pension:** 3% Employer, 5% Employee

We are looking for a Community Inclusion Development Officer. The post will lead on delivery of LGBTQ+ and multicultural group activities, wellbeing sessions, and initiatives that strengthen community connections. The postholder will be responsible for organising fortnightly LGBTQ+ groups with some themed workshops, and biannual multicultural gatherings, and supporting the facilitation of opportunities for community voices to be heard, informing a Lived Experience panel at Sunrise. They will occasionally support the lead Caseworker with their offer of support for diverse individuals.

### The Person

Our ideal candidate will have experience in facilitating social and support groups and engaging with multiple diverse communities. They will be aware of the needs and challenges involved in bringing people together, and their work will be informed by an awareness of support needs and safeguarding in community work. They will be



proactive, adaptable, and able to manage multiple priorities with excellent organisational and communication skills. Most importantly, they will bring passion, commitment, and empathy aligned with Sunrise's mission.

### **Key Responsibilities**

- Facilitate social and support groups for target beneficiaries.
- Develop and deliver social and wellbeing events for diverse and minority communities.
- Represent Sunrise at external meetings, events, and activities as required.
- Maintain accurate records of activities, beneficiary engagement, and provide monitoring and evaluation data.
- Build and sustain positive relationships with partner organisations, volunteers, and supporters.
- Support the lead caseworker with their offer of 1:1 drop-in support
- Any other duties as required to support the work of the charity.

### **What You'll Bring**

- Solution focused, positive peoples person
- Good written and verbal communication skills
- Strong planning and organisational skills with ability to prioritise competing demands and meet deadlines
- Team player - ability to work flexibly as part of a small multi-disciplinary team and on own initiative
- Comfortable with occasional evening or weekend work for community events.
- A genuine interest in Diversity, Equality and Inclusion including the needs of migrants, refugees, and the LGBTQ+ Community.

### **Why Join Us?**

- A flexible, hybrid working model
- A supportive, inclusive, and values-driven culture
- A chance to make a tangible difference in the lives of local diverse individuals
- Excellent annual leave with additional leave over Christmas, and pension

### **How to Apply**

Email [admin@sunrisediversity.org.uk](mailto:admin@sunrisediversity.org.uk) with your CV and a cover letter.

Closing date: 10 am on Monday April 6<sup>th</sup> 2026.

Interviews: Tuesday 14<sup>th</sup> April 2026

We think our organisation will benefit from diversity and welcome applications from people of all diverse backgrounds and all abilities, we believe each person brings their own valuable experiences to the work we do.

This role is subject to a DBS check and satisfactory references. We are committed to safeguarding and promoting the welfare of children, young people, and adults at risk.



The successful candidate will start from w/c 1<sup>st</sup> June 2026.

## **Person Specification**

### **Essential**

- Proven experience in delivering social, support, or wellbeing groups, ideally with LGBTQ+ and multicultural communities.
- Ability to plan, organise, and deliver workshops, events, and wellbeing sessions for diverse audiences.
- Experience and awareness of safeguarding vulnerable adults, young people and children in a VCSE community setting
- Excellent verbal and written communication skills, including active listening, clear reporting, and record-keeping.
- Strong organisational skills with the ability to manage multiple priorities and maintain accurate monitoring and evaluation records.
- Experience building and maintaining relationships with community organisations, volunteers, and other stakeholders.
- Understanding of the needs and challenges faced by LGBTQ+ individuals, migrants, and minority communities.
- Empathy, passion, and commitment to supporting diverse communities in line with Sunrise's mission.
- Proactive and adaptable, able to work independently and respond flexibly to changing community needs.

### **Desirable**

- Experience facilitating community advocacy and contributing to local decision-making or campaigns.
- Ability to design and deliver themed, inclusive, and engaging workshops.
- Knowledge of monitoring and evaluation practices, including data collection and impact reporting.
- Experience recruiting, training, and supporting volunteers.
- Confidence representing an organisation at external meetings, forums, or events.
- Awareness of local support services, charities, and initiatives relevant to LGBTQ+ and migrant communities.
- Competence with online platforms for virtual sessions, communication, or event promotion.
- Experience providing individual guidance, support, and signposting to relevant services.