



HORIZON at Renaissance UK

Post No: RenRec009

Post Title: HORIZON LGBTQ+ Community Development Lead

Location: Blackpool

Service: HORIZON

Reports to: Sexual Health Manager

DBS Status: (DBS check will be required).

Hours – 37.5 hours per week

Salary – Ren Scale 10-13 £26,850.00 - £31,053.00

Permanent – Yes

Benefits:

- Workplace Pension Scheme
- Simply Health Benefits Scheme (after successfully passing probationary period)
- 22 Days Sick Pay
- 24 Days Paid Holiday + Bank Holidays (increasing to 29 days pro rata after 5 years successive employment)
- Additional Day Birthday Leave

Role Purpose

This role has an occupational requirement for the successful applicant to identify as LGBTQ+ and bring relevant lived experience, as it includes peer support for LGBTQ+ community members (Equality Act 2010, Schedule 9).

The LGBTQ+ Community Development Lead will lead the development, coordination and delivery of LGBTQ+ community development activity across Blackpool, working collaboratively with LGBTQ+ communities, local services, businesses and statutory partners to improve sexual health, wellbeing, inclusion and access to appropriate support.

Key Responsibilities

- Lead and coordinate LGBTQ+ community development activity across Blackpool.
- Build trusted relationships with LGBTQ+ communities, partners and services, identifying needs and barriers.
- Promote positive sexual health and safer-sex messages within LGBTQ+ communities.
- Undertake proactive outreach and engagement within LGBTQ+ communities across Blackpool by attending relevant community events, venues, groups and activities.
- Develop innovative approaches to engaging LGBTQ+ people who may not routinely access services.

- Provide brief interventions, information, signposting and referrals, responding appropriately to safeguarding concerns.
- Work within the limits of the role and refer individuals to specialist services where needs fall outside the remit of the post.
- Develop, establish and facilitate LGBTQ+ peer support groups that respond to identified community needs.
- Create safe, inclusive and welcoming environments where individuals can connect with others and share experiences.
- Encourage participation, peer leadership and community ownership of groups wherever appropriate.
- Act as Secretary to the Blackpool LGBTQ+ Forum.
- Support the effective administration and coordination of Forum meetings.
- Work with the Forum Chair and members to develop agendas and identify relevant issues for discussion.
- Maintain accurate meeting records and circulate minutes and actions as appropriate.
- Encourage meaningful participation from LGBTQ+ community representatives and partner organisations, whilst supporting the Forum to identify priorities, influence local decision-making and contribute to the development of LGBTQ+ services and initiatives in Blackpool.
- Lead the delivery, coordination, review and ongoing development of the Blackpool "Be You" LGBTQ+ Quality Mark.
- Promote the Quality Mark to local businesses, services and organisations.
- Engage with participating organisations to support them through the Quality Mark process.
- Provide LGBTQ+ awareness, inclusion and good-practice advice as appropriate.
- Support organisations to identify and implement improvements in LGBTQ+ inclusion
- Develop and deliver LGBTQ+ awareness and inclusion training to local services, organisations and businesses.
- Represent community perspectives in partnerships, consultations, strategies and local initiatives.
- Maintain accurate records, monitor outcomes and use evidence and feedback to improve services.
- Work safely, inclusively and flexibly in line with organisational policies, including occasional evening and weekend work.

Person Specification

Essential qualifications and requirements

- GCSE English and Maths at Grade C/5 or above, or equivalent.
- Relevant qualification or equivalent experience in community development, health, social care, youth/community work or a related field.
- Relevant safeguarding, group facilitation, presentation or training experience.
- Eligibility to work in the UK and ability to work flexibly, including evenings and weekends.



- A driving licence and access to a vehicle.

Experience

- Working directly with LGBTQ+ communities and people with diverse or complex needs.
- Community development, engagement or outreach, including support, brief interventions and signposting.
- Developing or facilitating groups, peer support, workshops, presentations or training.
- Building partnerships across community, voluntary and statutory services.
- Promoting health and wellbeing in community settings.

Knowledge

- Knowledge of sexual health, HIV prevention and the health inequalities affecting LGBTQ+ and marginalised communities.
- Understanding of safeguarding, confidentiality, professional boundaries and data protection.

Skills

- Clear, inclusive and non-judgemental communication, including sensitive health information.
- Confident group facilitation, training and presentation skills.
- Strong organisation, independent working and prioritisation.
- Good written, digital and record-keeping skills, with sound professional judgement.

Desirable

- Relevant degree or specialist qualification in community development, public health, sexual health, HIV or a related field.
- LGBTQ+ inclusion, sexual-health, HIV, peer-support or training-delivery experience.
- Experience working with local authorities, monitoring community activity or delivering LGBTQ+ health promotion.
- Knowledge of local health and community services, with an empathetic approach that builds trust.

About Us

Renaissance UK is a North West based charity, currently operating across Lancashire, Blackpool and Blackburn with Darwen. We specialise in community focused substance use and sexual health services.

Mission: Renaissance UK is a dynamic and innovative service offering quality, community focused sexual health and substance use services. We specialise in supporting individuals to reduce harm, we offer specialist support and we aim to move people forward in their lives by means of empowerment.

Vision: Renaissance UK; A world with empowered individuals, building stronger and healthier communities and reducing the risk of harm.

Values: All staff are expected to:

- Work in a non-judgemental, person-centred and trauma informed way
- Promote dignity, respect and inclusion
- Support harm reduction and empowerment principles

Equality, Diversity and Inclusion

Renaissance UK is committed to creating an inclusive environment and welcomes applications from people with lived experience and from underrepresented communities. Renaissance UK encourages applications from individuals with lived experience of substance use, recovery, or communities affected by health inequalities.