



Educate, Enable, Equip.

Temporary, Part-time Schools Worker Vacancy

Information for candidates

Nature and Purpose of Christian Schools Work in Hastings

Christian Schools Workers Hastings is an organisation set up within Hastings Christian Trust. (Reg. Charity No. 1024041)

Christian Schools Workers Hastings

1. Is interdenominational in character.
2. Is managed by the Trustees of Hastings Christian Trust and a Management Committee representative of the churches and individuals supporting the work.
3. Employs Christian workers for schools in the Hastings area.
4. Is a Local Mission Partner with Scripture Union.
5. Fosters links with other agencies working with young people.

Aims

Christian Schools Workers Hastings seek to:

1. Win young people for Christ.
2. Present the truths of the Christian Faith in a relevant and engaging manner in schools.
3. Enable the churches of Hastings to serve and support their local schools.
4. Contribute to the educational, moral and spiritual development of young people by working in partnership with teachers and youth leaders.
5. Act as a bridge between schools and the youth work of local churches.
6. Support, encourage and train for service Christian young people through Christian groups in their schools and within the context of the fellowship of local churches.

Vision/Mission Statement of CSWH

That young people may come to a living, active and relevant Christian faith and may be able to apply it to everyday living and witness to their peers.

Person Specification for Schools Worker

Essential:

1. Committed Christian in good standing with the leadership of own church.
2. Able to subscribe to the principles detailed in the document “Ministry with Scripture Union” (attached).
3. Good understanding of Biblical truth and ability to explain it clearly and engagingly
4. A sincere desire to win young people for Christ.
5. Good level of IT competence, e.g. able to at least create and edit videos.
6. Able to speak effectively to large (whole school) and small groups.
7. Able quickly to gain the confidence of head teachers/principals and church leaders.
8. No criminal convictions with children/young people.
9. Willing to work with churches of all denominations.
10. Willing to be accountable to a Management Committee and Trustees of Hastings Christian Trust.
11. Able to work within a team of employed and volunteer workers, led by the Schools Work Team Leader.

Desirable:

1. Has own transport.
2. Some experience of working with children/young people.
3. Confident to speak to groups of students of different ages.

Genuine Occupational Requirement (GOR)

This post carries a GOR for a committed Christian whose faith and style of life accord with that set out in the Scripture Union Leaflet “Ministry with Scripture Union”. The justification for this GOR is made clear throughout this “Information for Candidates.

Job Description

Job title: Christian Schools Worker.

Reports to: Schools Work Team Leader

1. Purpose

To have a face to face, whether physically or digitally, enabling role in schools so that a Christian presence may be established, maintained and developed there and to work with others to that end.

2. Accountability

The Schools Worker is accountable to the Management Committee and Trustees of Hastings Christian Trust through the Schools Work Team Leader for all aspects of her/his work with CSWH.

3. Main Function

Being involved in school communities by building relationships with individual pupils, school staff, parents/carers and others.

4. Activities

Working with academies/schools, the post-holder will need to be involved in a number of specific activities in order to carry out her/his functions effectively as a member of the Schools Work team. The range of these will depend upon individual skills and calling, but it is expected that the following areas will be addressed:

- taking, and assisting with, acts of collective worship and lessons, supporting academies/schools in delivering moral, spiritual and social aspects of the curriculum from a Christian standpoint.
- Supporting and encouraging Christian teachers and students, for example, by establishing and maintaining voluntary Christian clubs and activities in schools.
- Leading by example, enabling students to develop a lively Christian faith, encouraging them to grow as Christians and to witness to that faith in their daily lives.

- To work with Link Youth, helping them to grow in faith.
- To create, develop and promote, digital resources that academies/schools can use to support their presentation of collective worship and the R.E. curriculum.
- Helping to plan, facilitate, setup/pack-down and run prayer and reflection spaces.
- Deliver year 6 transition workshops.
- Developing opportunities for local churches to be involved with academies /schools and encouraging Christians in schools to be active members of churches.
- Assisting and leading primary and secondary residential visits.
- Attending, whether physically or online, relevant Scripture Union and other training courses and conferences.
- Participating in regular work-review processes with members of the Management Committee.
- Meeting regularly with the Team Leader and other members of the team, to pray together, to receive training and to plan the work effectively.

Anticipated Timetable of Appointment 2020

Closing Date for applications is Friday 11th September 2020.

Interviews and other selection tasks will be held on week of 14th September 2020.

Appointment of successful person as soon as possible by mutual agreement.

Outline of Financial and Other Working Arrangements

Salary

Your employer will be Hastings Christian Trust.

Hours worked to be negotiated up to a maximum of 30-hour week (0.8 fte).

The annual salary is £18750 pro-rata. (e.g. $£18750 \times 0.8 = £15000$)

Pension

The Trust will operate according to national Workplace Pensions legislation.

Residence

You will be expected to make your own arrangements for your accommodation. The Management Committee and church members are in a position to offer local support and advice regarding accommodation to the successful candidate.

Expenses of Office

Office accommodation is provided when office attendance is safe and agreed. Some home-working may be expected. You are entitled to be reimbursed for reasonable expenses incurred in the course of your duties.

Car

A car mileage rate of 45p per mile will be reimbursed for travel reasonably undertaken in connection with your work. This rate is reviewed annually.

Working hours

These will be by agreement, but in order to fulfill your job description you will need to allow some flexibility, including some evening and weekend working. You will be expected to maintain weekly time-sheets.

Holidays

The number of days taken each year are allowed in addition to all public holidays and are proportionate to the hours agreed, (e.g. 23 days on a 0.8fte contract.) Holidays are to be arranged by agreement with the Team Leader, but will normally be taken outside of school term times.

This is a fixed-term contract, which will terminate at the end of the Summer Term 2021.

If a permanent contract is to be offered, this will be discussed with the person appointed by the Team Leader and Chair of the Management Committee during the period of fixed-term contract.

Hastings and St. Leonards overview

The Location

Hastings has a long and fascinating History – 1066 and all that! In Medieval times it was the chief Cinque Port. It has architecture and traditions reflecting its history. There is a fascinating Old Town which supports a working fishing fleet. To the west, Hastings merges into St. Leonards-on-sea, which was founded in the early 19th century as a model seaside resort and now reflects a faded gentility. The surrounding countryside has many attractions and is very beautiful in a friendly sort of way. In contrast to its interest and surroundings, economically the town is not wealthy and has areas of serious multiple deprivation. However, considerable government and European funding has, and is, enabling significant regeneration projects. The present population of Hastings and St. Leonards is about 93,000.

Education provision

There are three secondary academies, one special secondary school and eighteen primary schools/academies within the town. These are the organisations with which CSWH engages. Other schools are in the neighbouring towns of Battle, Bexhill and Rye. There are a few small independent schools. There is a further education college in the town centre as well as 6th form provision at one of the secondary academies.

Churches

The town is well provided with churches of all denominations and styles. All told, there are some 38 congregations. About half of these actively support the work of the Christian Schools Workers prayerfully, financially and by volunteering to work with us in the schools.

The Church and its mission

We recognise the Church as the body of Christ held together and growing up in him; both as a total fellowship throughout the world, and as the local congregation in which believers gather. We acknowledge the commission of Christ to proclaim the Good News to all people, making them disciples, and teaching them to obey him; and We acknowledge the command of Christ to love our neighbours, resulting in service to the church and society, in seeking reconciliation for all with God and their fellows, in proclaiming liberty from every kind of oppression; and in spreading Christ's justice in an unjust world "...until he comes again."

This statement was adopted by the Scripture Union International Council at Harare, Zimbabwe in May 1985.

Lifestyle

We believe that the Bible calls us to a distinctive lifestyle of discipleship. Our ministry requires us to demonstrate that, especially as we are likely to influence others. Such a lifestyle includes regular Bible reading and prayer and active involvement in a local church. It is marked by a selfless attitude to money, possessions, time, work, leisure, social action and relationships. It demonstrates moral standards including an acceptance that the only appropriate place for a sexual relationship is within a marriage between a man and a woman.

Whilst we recognise that as fallen people we often fall short of this ideal, we believe that grace and forgiveness are always available to those who repent. We nevertheless expect that all working with us will be committed to work towards achieving such a lifestyle with God's help.

Our child protection policy statement

Scripture Union is a movement made up of volunteers and paid staff. We believe that all human beings are of equal worth in the sight of God and aim to follow Biblical principles in all that we do.

Therefore

- ▶ We commit ourselves to the nurture, protection and safekeeping of all, especially children and young people.
- ▶ It is the responsibility of each one of us to protect children and young people from physical, sexual and emotional abuse, and to report any abuse suspected or discovered.
- ▶ In order to achieve this, we are committed to supporting, resourcing and training those who work with children and young people.
- ▶ We will provide appropriate supervision and recognise mutual accountability.

Ministry with Scripture Union

▶ Who we are

Scripture Union is a national mission-movement, part of an international family of movements engaged in the same task around the world. Its global twin aims are to make God's good news known to children, young people and families, and to encourage people of all ages to meet God daily through the Bible and prayer.

Scripture Union pursues these aims through a variety of specialist ministries in over 130 countries around the world.

What we do – and how we do it

In England and Wales, our activities include evangelism programmes, publishing of Christian literature, work in schools, residential holidays, training, Bible reading guides for all ages, curriculum material for use in churches and resource materials for work with children and young people.

There are many different ways of getting actively involved. A large number of people participate as writers for our publishing programme. Some people first become volunteers because they share our aims and want to find a way to contribute to the ministry in whatever way we can jointly identify to best suit their gifts and skills. Many first offer to join in as part of a specific activity or event team. Others come already carrying out a personal ministry with the same aims and affiliate with Scripture Union. A comparatively small number makes up the staff team.

Many workers are involved directly with children and young people. We have comprehensive policies and procedures for safe care of children which everyone is required to follow.

Ministry with Scripture Union

What we believe

"As the Scripture Union family throughout the world, we accept and proclaim the historic truths of the Christian faith, including the following:

God and the human race

We hold that the Lord our God is one: Father, Son and Holy Spirit, and that he fulfils his sovereign purposes - in creation, revelation, redemption, judgement, and the coming of his kingdom - by calling out from the world a people united to himself and each other in love. We acknowledge that though God made us in his own likeness and image, conferring on us dignity and worth and enabling us to respond to himself, we are now members of a fallen race; we have sinned and come short of his glory.

We believe that the Father has shown us his holy love in giving Jesus Christ, his only son, for us, while through our sinfulness and guilt, we were subject to his wrath and condemnation; and has shown his grace by putting sinners right with himself when they place their trust in his Son.

We confess Jesus Christ as Lord and God; as truly human, born of the virgin Mary; as Servant, sinless, full of grace and truth;

as only Mediator and Saviour, dying on the cross in our place, representing us to God, redeeming us from the grip and punishment of sin; as victor over Satan and all his forces rising from death with a glorious body, being taken up to be with his Father, one day returning personally in glory and judgement to establish his kingdom.

We believe in the Holy Spirit who convicts the world of guilt in regard to sin, righteousness and judgement; who makes the death of Christ effective to sinners, declaring that they must now turn to Christ in repentance, and directing their trust towards the Lord Jesus Christ; who through the new birth makes us partake in the life of the risen Christ, and who is present within all believers, illuminating their minds to grasp the truth of Scripture, producing in them his fruit, granting to them his gifts, and empowering them for service in the world.

The Scriptures

We believe that the Old and New Testament Scriptures are God-breathed, since their writers spoke from God as they were moved by the Holy Spirit; hence are fully trustworthy in all that they affirm; and are our highest authority for faith and life.

