



Christian Schools Workers Hastings (CSWH) are looking to expand their team with a second worker. Have you the energy and enthusiasm to help build on the work to date?

The position is for a permanent, part-time (0.8) worker, commencing mid-August 2021.

We believe God is guiding us to expand the work in the secondary phase and so experience in this area would help complement the range of gifts and skills that exist in the team. We would also like to develop our I.T. and digital capability to enable the production of high quality resources and presentations. Could you bring these skills to our team?

We hope you find all the information you need in this information for candidates document. Should you wish to discuss any matter, or request an application form, contact Sarah, the Team Leader, on teampositions@cswh.co.uk

Anticipated Timetable of Appointment 2021

Closing date for applications is Friday midday, 18th June 2021.

Please send to teampositions@cswh.co.uk

Interviews and other selection tasks will be held w/b 28th June 2021.

Appointment commences on 16th August 2021.

Do find out more about the work of CSWH by visiting www.cswh.co.uk

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)

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.

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 local academies and schools.
3. Enable the churches of Hastings to serve and support their local academies/schools.
4. Contribute to the educational, moral and spiritual development of young people by working in partnership with educational staff and youth leaders.
5. Act as a bridge between academies/schools and the youth work of local churches.
6. Support, encourage and build for service, Christian young people through Christian groups in their schools and within the context of the fellowship of local churches.

Person Specification for Schools Worker

Essential criteria:

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. Some experience in working with young people.
6. Able to communicate effectively to large (whole school) and small groups of young people across the primary and secondary phases.
7. Able to build positive relationships with academy/school staff and church leaders.
8. Able to use information technology in a creative and engaging way.
9. No criminal convictions with children/young people.
10. Able to adhere to the Trust's safeguarding policy.
11. Willing to work with churches of all denominations.
12. Willing to be accountable to a Management Committee and Trustees of Hastings Christian Trust.
13. Able to work within a team of employed and volunteer workers, led by the Schools Work Team Leader.

Desirable criteria:

1. Experience of working with secondary age students.
2. Training in Youth Work / Children's Work / Schools Work.
3. Experience in public speaking to adults such as in a church setting.
4. Has own transport, preferably a car.

Job Title for Christian Schools Worker

(The Schools Worker is line-managed by the Schools Work Team Leader)

1. Purpose

To have a face to face enabling role in academies/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 his/her work with CSWH.

3. Main Function

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

4. Activities

Working with academies and schools, the post-holder will need to be involved in a number of specific activities in order to carry out his/her 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 and supporting academies/schools in delivering social, moral, spiritual and cultural 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 academies and schools;
- helping improve the links with the three local secondary academies;
- successfully developing and integrating the use of information technology into all areas of the work, where possible and appropriate;
- stimulating new and creative ideas for developing young people's knowledge of Jesus and help put them into practice if agreed;
- working with Link Youth, helping them to grow in faith;
- helping, planning, facilitating and running prayer and reflection spaces;
- delivering year 6 transition workshops;
- developing opportunities for local churches to be involved with schools
- encouraging Christians in schools to be active members of churches;
- assisting and leading primary and secondary residential visits;
- attending relevant Scripture Union and other relevant 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.

Employment Details

Employer

Your employer will be Hastings Christian Trust.

Christian Schools Workers Hastings is the operating name of the Trust's work.

Contract of employment.

Hastings Christian will offer a permanent contract of employment to the successful candidate. Within the conditions of the contract there is a six month probationary period built in. At the end of the probationary period a review of the employee's performance will take place. This will be undertaken with the Schools Worker by the Team Leader and Chair of the Management Committee and will take into account the outcomes from monthly reviews held between the Team Leader and Schools Worker.

Salary.

The annual salary is £18750 pro-rata. ($£18750 \times 0.8 = £15000$) paid monthly into your nominated bank account. This is reviewed annually and is part of a salary pay scale set by the Trust.

Pension

The Trust will operate according to national Workplace Pensions legislation.

Working hours

You will be expected to work a 30-hour week (0.8 fte). These will be by agreement with the Team Leader, but in order to fulfil 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. The main occasions that fall outside of the school day working would be:

- after school clubs
- a weekly evening meeting of Link Youth.
- currently, one residential visit per year is planned for primary age pupils and one residential per year is planned for secondary age students. Each takes place in the school holidays.

Holidays

20 days of each year are allowed in addition to public holidays, pro-rata. Holidays are to be arranged by agreement with the Team Leader, but will normally be taken outside of school term times.

Expenses of Office

Office accommodation is provided. You are entitled to be reimbursed for reasonable pre-approved expenses incurred in the course of your duties.

Transport

The use of a car is recommended for reasons of practicality and flexibility. A mileage rate of 45p per mile will be reimbursed, once approved, for travel reasonably undertaken in connection with your work. This rate is reviewed annually.

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 nearby historic market towns of Battle and Rye make for enjoyable visits and Eastbourne offers different shopping facilities and entertainment experiences. 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.

Property is consequently less expensive than in other parts of the south-east, although this is changing over time. However, considerable government and European funding 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,
- eighteen primary schools/academies and
- one infant academy

within Hastings and St. Leonards. A small minority of primary schools remain within local authority control. Other schools are in the neighbouring towns of Battle, Bexhill and Rye. There are a few small independent schools. A large 6th form college occupies premises 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 financially, prayerfully and by volunteering to work with us in the schools.

Local Mission Partnership with Scripture Union.

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.



Scripture Union is a registered charity (no. 213422) and a limited company (registered no. 39828).
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