

Role Description

Post: BUSY Project Youth Worker

Responsible to: BUSY Management Team with SU Scotland Line manager

The aim of the BUSY Project is to help young people thrive and have hope at the heart of a community that values them. It works alongside SU Scotland to encourage young people to explore the Bible and respond to the significance of Jesus. BUSY Project activities take place in the Broxburn and Uphall areas of West Lothian and are targeted at young people in local schools from P7 and up to S6.

The BUSY Project Youth Worker will develop, lead and deliver a range of youth work sessions and activities in line with the BUSY aims, working alongside the volunteers and young leaders of the project.

Key Responsibilities

- Develop relationships and build on existing work among young people in local schools and churches and in the community, in cooperation with other agencies and with emphasis on the vulnerable and disadvantaged
- Enable young people to develop resilience, community capacity and leadership skills
- Lead and support volunteers as they participate in groups and activities
- Provide opportunities as appropriate to help young people explore and develop Christian faith
- Provide opportunities for the project volunteers to portray Christian faith in action in the local community

Additional Responsibilities:

- Ensure the safe running and adequate staffing of groups and events
- Be familiar with and ensure the application of BUSY Project policies and procedures
- Work at all times within the aims, values and ethos of the BUSY Project, including helping others develop their connection with church
- Promote and publicise the work and aims of the project as required
- Keep appropriate records, evaluate work carried out and report as appropriate.

The post requires the occupant to have a personal faith in Jesus Christ as Saviour and Lord and to believe the Bible to be fully trustworthy. It is also an Occupational Requirement (Equality Act - part 1, schedule 9), that the post-holder is a committed Christian.

The Youthworker is required to become a member of the Protection of Vulnerable Groups (Scotland) Scheme and the appointment will be subject to a satisfactory PVG Scheme Disclosure.

Youth Worker – Person Specification

Post: BUSY Project Youth Worker

The BUSY Project Youth Worker will ideally have relevant youth work experience, likely to be a minimum of one year, and/or hold relevant professional qualifications in youth work, social work or a related field.

Essential Work Experience/Skills:

- Be stable in their Christian faith and able to demonstrate a personal relationship with God
- Be passionate about evangelism and discipleship among children and young people
- Be able to articulate Biblical truth and share clearly, especially with young people
- Be self motivated, with enthusiasm, drive and imagination
- Be able to lead small group work, focussed on particular needs
- Be able to relate well to both young people and adults
- Be able to accept responsibility and inspire confidence in a variety of contexts
- Be able to communicate effectively in a variety of settings with a wide range of people, including school staff and members of partner churches
- Be willing to work cooperatively as part of a team and able to delegate when appropriate
- Have experience of schools ministry, and/or community focussed youth work

Desirable Work Experience/Skills:

- Have experience of leading teams and be able to effectively train and encourage others
- Have excellent written communication and presentation skills
- Be computer literate, with some competence working with social media, website and other design software
- Be willing and available to undertake some evening and weekend work
- Have a full current driving licence and be willing to use own transport

THE BUSY PROJECT YOUTH WORKER

TERMS AND CONDITIONS OF SERVICE

1. LOCATION

The post is based at The Open Door Cafe, 28 East Main Street, Uphall, with activities taking place in schools, churches and in the community of Uphall and Broxburn in West Lothian.

2. HOURS

The post is for a minimum of 16 hours per week, subject to variation in accordance with the fulfilment of the youth worker's responsibilities and the needs of the project, through discussion with, and agreement between, the youth worker and line manager. Some evening and weekend working may be required.

The post is offered in the first instance as a 24 month contract.

3. SALARY

The salary offered is £14.75 per hour. This will be paid monthly in arrears by credit transfer on or before the 28th of each month.

4. PROBATIONARY PERIOD

The first 3 months of employment will be probationary. Performance will be reviewed throughout this period. If performance is satisfactory at the end of this period, the appointment will be confirmed. The employer reserves the right to extend the probationary period.

5. TERMINATION OF EMPLOYMENT

During the probationary period the notice required to be given either by the youth worker or the employer to terminate employment is one week.

Except during the probationary period the length of notice the youth worker is obliged to give The Busy Project to terminate employment is one month.

Except during the probationary period the length of notice the youth worker is entitled to receive from The Busy Project to terminate employment is one month.

The employment may be terminated summarily in the event of a breach of contract that warrants summary dismissal.

6. PENSION ARRANGEMENTS

BUSY Project employees are eligible to participate in SU Scotland's Group Personal Pension Scheme, administered by Aegon. Currently there is an employee's contribution of 4% net and an employer's contribution of 9%. The scheme offers a salary exchange option whereby an employee may request to exchange a stated amount of their salary for additional employer contributions.

7. HOLIDAYS

For a full time position the annual holiday entitlement, based on a 36 hour working week, is 20 days plus 13 paid local and national holidays (or days in lieu of these when required to work).

Entitlement for this post is as above, on a pro-rata basis.

THE BUSY PROJECT ORGANISATION INFORMATION

The BUSY Aim

The aim of the BUSY Project is to see young people thrive and have hope at the centre of a community that values them.

The BUSY Strategy

BUSY seeks to achieve its aim through –

- Engaging young people
- Caring for them practically, emotionally and spiritually
- Introducing them to the gospel
- Nurturing their faith
- Integrating them into Christian community

Who BUSY is

The BUSY Project (full title – the Broxburn, Uphall and Strathbrock Young People's Project) is an initiative of a small Christian charity, BASICS Trust, based in Uphall and Broxburn. It is a youth work organisation, run with the support of local churches; Broxburn and Uphall Parish Church, Uphall South Parish Church and King's Church West Lothian, and in association with SU Scotland. It has been serving the local community since 2005.

The BUSY Project youth worker is employed by the BASICS Trust, through SU Scotland's Associate Worker scheme. This arrangement means SU Scotland provides support with management, training, recruitment and child protection.

BUSY Activities

BUSY runs a regular programme of activities during school term times typically consisting of lunch time drop in sessions for games and chat in school, mid week Bible study groups and Friday afternoon youth club.

Special events and outings are organised during school holidays and young people are encouraged to attend SU holiday camps, some of which the BUSY team help to lead.

Details of current activities are on the BUSY website at www.thebusyproject.org.uk.

A copy of the most recent Trustees' Annual Report is available on request, giving more detail about BASICS Trust and the BUSY Project.

ETHOS STATEMENT

(This outlines the kind of organisation SU Scotland seeks to be. Those who work or volunteer with us are asked to uphold this ethos).

Scripture Union Scotland, as part of an international family of SU movements, is fully committed to the *Aims, Beliefs and Working Principles of SU International*.

SU Scotland works to help all the children and young people of Scotland explore and respond to the significance of Jesus Christ for their lives and to encourage people to encounter God through the Bible and prayer. We hold this as our aim because we believe all human beings regardless of gender, sexuality, ethnicity, ability or disability, age, political or religious persuasion to be of equal worth before God and that all have the right to hear about his love for them as expressed in Jesus Christ. We also seek to encourage everyone to live in daily personal relationship with Jesus Christ, a relationship nurtured by both personal and corporate prayer and Bible engagement.

As an organisation our twin underlying values are dependence on God and deepening relationships. In these values we affirm our prayerful dependence on God and our commitment to change as we open ourselves regularly to Him through the Bible. Dependence on God is expressed through a commitment to corporate prayer and study of the Bible which are integral to the life of SU Scotland.

We believe the message of Jesus Christ should be evident in our relationships as well as in our teaching. Therefore, the working environment of SU should be one in which relationships deepen and where care and support, encouragement, the development of gifts and the realising of potential are all fostered. A spirit of forgiveness should also characterise our relationships.

We believe following Jesus Christ demands a distinctive lifestyle which impacts upon attitudes to money, possessions, time, work, leisure, social action and relationships. In relationships we strive to respect one another, to be accountable to one another and to seek unity without compromising individual integrity. The lifestyle we affirm is based on the teaching of the Bible and commends the Christian faith rather than seeking to bring it into disrepute. In the Bible there are clear statements of what this lifestyle entails which sometimes challenge contemporary cultural norms. Concerted action is called for so that we avoid things like falsehood, theft, anger, sexual immorality, impurity, lust, evil desires, greed (Ephesians 4:17-5:21; Colossians 3:5). In our present culture we feel the need to emphasise that SU staff and volunteers display distinctiveness in the area of sexual purity, avoiding even a 'hint of sexual immorality' (Ephesians 5:3) and living out God's intention for human flourishing in sexual relationships.

We commit ourselves to the nurture, protection and safekeeping of all. In particular, we seek to ensure the physical, emotional and spiritual well-being and development of children and young people. Within this context we are committed to the protection of children and young people from all forms of abuse. We aim to create a partnership amongst staff and between paid staff and volunteers in which there is mutual trust, respect and cooperation.

We define ourselves as working as part of the church but having a distinctive role. We will seek to work collaboratively with all Christian Churches and with other Christian organisations where there are areas of common interest and concern. We express this partnership practically by encouraging SU Scotland staff to be actively engaged in a local church.

Within SU Scotland, there are roles which have key spiritual elements to them. These roles can only be carried out by those who are committed to a living faith in Christ and therefore roles of this nature will be held by those who have such a faith.

SCRIPTURE UNION – BASIS OF FAITH

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

1. 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, judgment, and the coming of His Kingdom – by calling out from the world a people, united to himself and to 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, guilt 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 judgment to establish His Kingdom.

We believe in the Holy Spirit who convicts the world of guilt in regard to sin, righteousness and judgment; who makes the death of Christ effective to sinners, declaring that they must 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.

2. 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.

3. 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 all 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.

We acknowledge the command 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.

We are committed to the pursuit of excellence with integrity in every area of work:

- As a mission organisation we will be relevant, practical and relational
- As a company we will be law-abiding, professional and efficient
- As an employer we will be fair, responsible and considerate

[We are happy to discuss this in more detail with anyone who is seeking to determine whether they wish to seek a staff or volunteer post with us.]

Adopted by the SU Scotland Board March 2019