



Role profile – Youth Worker Haywood Village

Our Vision –

Haywood Village Church is a Church plant of Locking Castle Church. Our aim is to build a loving and welcoming community with a vibrant Christian presence at its heart. We aim for Haywood Village to be renowned for being a wonderful place to live, with an atmosphere of kindness, hospitality and great community spirit.

What is the church trying to achieve through this role?

Haywood Village Church was commissioned by Haywood Airfield Leisure Enterprise (HALE) to speak to young people in the area and to produce a report based on the findings of what young people wanted. At present there is little for secondary School age and therefore HALE have agreed to partly fund a youth worker in conjunction with Locking Castle Church. The work will initially start as detached youth work in local parks and will organically grow depending on what the young people want, so that they own it.

The main aims of this post are to work with young people to:

- Build regular youth meet up opportunities at least two evenings per week
- Build up young leaders who become an inspiration to the whole community and model Christian values
- Reach out to young people and families in the wider community in a variety of different ways

Leadership

This is a leadership role, focussing on developing teams as much as interacting with young people. The aim is to become a leader-of-leaders who prioritises the following:

- Training and equipping youth volunteers and enabling them to access appropriate training.
- Working with the church leadership and Ecumenical Council to develop the strategy/vision for youth work at Haywood Village
- Contributing as a member of the operational leaders team at Haywood Village Church
- Raising the profile of youth work in the community
- Encouraging all youth work at Haywood Village to be outward looking and missional
- Working closely with the Church Safeguarding officer to ensure all activities are managed safely and safe recruiting procedures are followed

- Modelling a lifestyle that prioritises worship, prayer, giving, mission, service and moral integrity
- Promoting and furthering the church's vision and values

Working with a growing team of volunteers the post holder will:

- Recruit, develop and encourage an enthusiastic team of young leaders and adult volunteers
- Grow the church's links with local schools and support schools-based outreach initiatives such as Take 5
- Shape, develop, plan and deliver an exciting programme of youth activities
- Show young people that they have a vital place and role in God's kingdom
- Source, manage and maintain resources for activities

Additionally, the Youth Worker may be asked to join in with any other tasks or activities that further the life and mission of the church as and when required. For example they may be asked to assist as and when required on Sundays and to assist with other events and festivals.

Personal gifts and abilities:

There will be space for developing initiatives using particular gifts and abilities that the person may bring to this role, but the Youth worker will first and foremost have a mature Christian faith, with strong relational skills and a positive cheerful demeanour. They will be organised, creative, and comfortable using technology and social media to communicate appropriately.

Training and personal development:

The Youth worker will be encouraged to engage with a suitable training and development opportunities.

The Employment Equality (Religion and Belief) Regulations 2003 Section 7.2 applies - it is a Genuine Occupational Requirement for this post that the successful candidate is a practicing Christian.

Terms and conditions of employment:

Employers Name:	The Ecumenical Council Trustees (ECC)of Locking Castle Church, Bransby Way, Weston-super-Mare, North Somerset BS24 7BW
Employee:	Due to its nature teaching and modelling Christian values, this post is only suitable for a committed Christian
Responsible to:	The Ecumenical Church Council of Locking Castle Church (Trustees). Line Management is provided by Fiona Mayne (Community Pastor – Haywood Village), with Pastoral oversight provided by the Lead minister.

Normal Place of work: Haywood Village, Weston-super-Mare

Start Date: Wed 1st April 2020

Duration: 3 years with 6 months probation, subject to review

Appraisal: Annually as close as possible to 1st April

Hours of Work: 12 Hours per week to be worked flexibly to include:
Tuesday afternoon and evening (5 hours),
Friday evening (4.5 hours)
Admin / Supervision / Team time, (2.5 hours)
A regular weekly day off should be taken.

Rate of Pay: £6240 per annum (equivalent to £10 per hour for 12 hrs/w) payable monthly in arrears.

Expenses: Legitimate expenses incurred may be claimed using the LCC expenses claim form, and should be claimed within 3 months.
Mobile phone costs of up to £15 per month may be claimed.

Training: Annual leadership Conference, with additional training offered.

Holiday Entitlement: 5 weeks per annum pro rata plus Bank Holidays – But not to be taken during the week leading up to and including Christmas or Easter.
Holidays cannot be accrued from year to year.

Sickness Benefit: Where applicable, Statutory sick pay will apply.

Pension scheme: Statutory provision applies via the Government’s NEST scheme.

Maternity benefits: Statutory provision applies.

Termination notice: One month’s notice from either party.

Statutory grievance and disciplinary procedures will apply and will be administered by the Ecumenical council. The post is subject to current UK employment legislation and requires an Enhanced DBS Check and satisfactory references.

Signed _____ **Date** _____

Print _____

Signed on behalf of the ECC

Date _____