

## VACANCY

# Schools Development Worker

Salary: £25,000 per year, *pro rata*

Closing data for applications: 31 October 2018

Village Hope and ICE Wales, working in partnership, are seeking to appoint a Schools Development Worker to lead a new joint Project to reach out to rural schools in South-East Wales.

## Background

Village Hope's purpose is the advancement of the Christian faith in the villages of Britain, in particular by helping local churches in their ministry and mission to their communities.

ICE Wales promotes the Christian faith in schools through the use of trained schools workers. Many of these are drawn from local churches and engagement with local churches is central to ICE Wales's approach. ICE Wales remit is for all of Wales, but, at present, it works particularly in schools in south-east Wales. Many of these schools are in rural areas.

The new joint Project brings together the two organisations' shared concern to advance the Christian faith, including through engaging and equipping local churches, and their individual concerns for rural areas (Village Hope) and schools (ICE Wales).

The aims of the Project will be advanced by engaging a Schools Development Worker (SDW) to identify and develop new opportunities to promote, facilitate and deliver Christian education and outreach in rural schools in Monmouthshire and the surrounding regions. Part of the SDW's remit will be to engage and work closely with churches and equip and enable them to play an active role in the life of their local schools and in the provision of Christian religious education.

## Job specification

ICE Wales already has much experience of working effectively primarily in urban schools in South-East Wales. Christian workers have been welcomed in schools across the area and through a variety of approaches, such as school assemblies, lunchtime and after-school Bible clubs, RE lessons and 'Guardians of Ancora' (a tablet-based Bible-teaching game), have contacted thousands of children.

The SDW will aim to extend this work to rural schools in the area. The remit of the SDW will include the following.

- To develop opportunities to explore the Christian faith and Biblical stories through assemblies, lessons and other activities in rural schools in Monmouthshire and surrounding regions.

- To be actively involved in setting up, running and supporting Christian clubs in or for rural schools.
- To seek and develop resources for the delivery of Christian religious education in all schools.
- To provide support and encouragement for Christians and staff working in schools.
- To work in partnership with rural churches, motivating and supporting them to develop sustainable relationships with their local schools.
- To support, lead and encourage volunteers as appropriate, aiming to enable them to work effectively and in teams.
- To connect and network with local churches and Christian organisations to encourage prayer support for schools.
- To encourage financial support from churches as appropriate.
- To identify and undertake on-going training and career development opportunities, as well as opportunities for personal spiritual growth and development.
- To fulfil annual personal targets as agreed with the Supervisor and Steering Group.
- To be involved in, or take responsibility for, further areas of work as agreed with the Steering Group.

## **Person specification**

### *Qualifications*

- Accredited training in Christian youth or children's work (desirable);
- Accredited study and understanding of theology and Biblical content (desirable).

### *Skills and experience*

- Experience of Christian work in schools, or working within a school context (essential).
- Able to build positive relationships with churches and local Christian networks (essential).
- Ability to plan, manage and evaluate own workload (essential).
- Creative and effective presentation skills, to both large and small groups (essential).
- Ability to engage, teach and enthuse children of school age (essential).
- Understanding of good practice around safeguarding, Data Protection, lone-working and other relevant policies and procedures (essential).
- Experience of motivating and managing volunteers, individually and in teams (desirable).

### *Character:*

- Able to work flexibly on own initiative and with minimal daily supervision.
- Enthusiasm, creativity and energy.
- Sensitivity towards people of all Christian traditions, those of other faiths, and those of no faith.
- Aware of the need to be accountable to the authority and direction of Village Hope and ICE Wales, to whom one is responsible.

- Maturity in situations of conflict, and calm under pressure.
- Supportive when working with others and self-disciplined when working alone.
- Ability to make a positive contribution to the spiritual fellowship of the organisation to which one belongs.
- Integrity in matters of confidentiality and conduct.
- The desire and determination to live a holy life and give a godly example to others.

## Terms & Conditions

Village Hope and ICE Wales are organisations with a Christian Ethos. Village Hope is a member of the Evangelical Alliance and, as such, affirms the Evangelical Alliance's Basis of Faith (<https://www.eauk.org/about-us/basis-of-faith>). Although ICE Wales is not a member of the Evangelical Alliance, it is in full agreement with this Basis of Faith. In accordance with the Equality Act 2010, it is an Occupational Requirement that the post holder is a practising Christian who will adhere to the values of both Village Hope and ICE Wales.

Applicants will need to show that they are entitled to live and work in the UK and will be required to produce evidence of this at interview.

The SDW will be employed by Village Hope and be ultimately accountable to its Executive Director and its Board of Trustees. ICE Wales will provide training and supervision and direct the SDW's day-to-day work. The SDW will report regularly to a Steering Group comprising representatives of both Village Hope and ICE Wales.

Appointment will be for an initial period of two years, subject to satisfactory completion of a 3-month probationary period. Progress will be reviewed after 18 months, with a view to extending for a further 3 years, subject to funding being available. The proposed starting date is 1 January 2019.

The appointment will be for 4/5 time. Village Hope's standard full-time working week is 37 hrs (not including lunch breaks), but working hours will need to be flexible to accommodate the school year and the need to work occasionally in evenings and at weekends when engaging with local churches.

The salary is £25,000 per year *pro rata*, plus a 7% contribution to an auto-enrolment pension scheme.

Annual leave is 25 days per year *pro rata*, increasing by one day for each year of service up to a maximum of 30 days *pro rata*. Three days of the employee's holiday must be taken between Christmas and New Year. Given the nature of this post, annual leave will be taken during school holidays. This entitlement is in addition to statutory public holidays.

The SDW will be home-based, and will need to live or within reasonable access to Monmouthshire and surrounding rural areas in S E Wales.

It is a requirement that the appointee has a full driving licence and their own vehicle and is willing to travel as necessary in the target area. Travel expenses will be reimbursed at the standard HMRC mileage rates.

As this role will involve work with children, the successful candidate will need to have a valid Disclosure and Barring Service certificate. Any job offer will be conditional on the results of a Disclosure and Barring Service check prior to appointment.

## How to apply

Application is by CV. This need not be lengthy, but should include the following information and be signed with the declaration as below.

- *Name, address and contact details.*
- *Right to work in the UK.* Confirmation that you have the right to work in the UK and whether indefinite or temporary.
- *Disability.* The Equality Act 2010 makes it unlawful to discriminate against a disabled person in all areas of employment, including recruitment. Please indicate whether or not you have a disability you would like us to know about at this stage. If you do, please provide further details, including any additional accessibility support you may need.
- *Qualifications,* membership of professional bodies etc.
- *Employment history,* to include employers, job roles, dates, and reasons for leaving.
- *Faith.* A brief resume of your 'faith journey': how you came to be a Christian and anything you would like to share of your story since. Indicate any areas of mission, ministry or service that have particularly concerned or interested you.
- *Church.* Please include a list of churches you have attended or been a member of, with dates, starting with the most recent. Indicate any leadership or ministry roles.
- *Statement.* Summarise your gifts, abilities, skills and experiences that meet the requirements and competences of the post of Schools Development Worker as set out above. Where possible, provide examples of how you have applied these in the past.
- *References.* Please provide full names, addresses and contact details of three people to whom application can be made for a confidential reference. Please indicate your relationship with these named. At least one, should be your current or most recent church leader or minister. Referees will only be approached following discussion with you and we will inform you before approaching them.
- *Ethos.* Please indicate that you affirm the Evangelical Alliance Basis of Faith as below.
- *Criminal Record.* This role is exempt from the Rehabilitation of Offenders Act 1974 and therefore you should indicate whether or not you have been convicted of any criminal or civil offence - if you have, please give details. Having a criminal record will not necessarily bar you from working with us; this will depend upon the circumstances and background of any offences.
- *Disclosure and Barring service certificate.* If you hold a certificate for another organisation, please include with your application.
- *Declaration.* Please conclude your application with a declaration that the information given above is to the best of your knowledge wholly accurate and sign and date it.

**Applications should be sent to Executive Director, Village Hope at the address below.**

## Interviews and appointment

We will consider applications carefully and prayerfully and then contact you either to organise an interview or to let you know that we have decided not to take things further with your application. Unfortunately, in the event of the latter, we shall not be able to enter into any lengthy conversations as to the reasons your application was deemed unsuccessful.

Interviews will be held between 5 and 16 November, at a venue to be agreed (most likely in Monmouth).

Once we have interviewed all candidates and taken up references as appropriate, we hope to make a decision and an offer by the end of November 2018 at the latest.

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## Village Hope

Prior's Frome Chapel, Prior's Frome, Hereford, HR1 4EP; 01432 850071; info@villagehope.org.uk

Charity registered in England & Wales - 1146236; Company registered in England - 00977544

*Village Hope's charitable purpose to proclaim and live out the gospel of Jesus Christ in the villages of Britain, in order to establish effective Christian witness, and to encourage and enable Bible teaching, prayer, worship and evangelism in village churches. Village Hope aims to strengthen and resource rural Christians and churches in their ministry and mission to their surrounding communities. ([villagehope.uk](http://villagehope.uk))*

## ICE Wales

Woodhouse, Prosper Lane, Coalway, Coleford, GL16 7JP; chris.thomas9@ntlworld.com

Charity registered in England & Wales - 1108970.

*The ICE Wales Trust's purpose is the promotion of the Christian Gospel in schools throughout Wales through the use of curriculum-based activities both within and outside of school hours'. It was formed in December 2002 to coordinate already existing school work in the South Wales area. At present there are 15 churches affiliated from along the M4 corridor and the South Wales valleys. Around 50 volunteers work in approximately 50 schools in these areas bringing the Good News of the Gospel into the school setting. ([icewales.co.uk](http://icewales.co.uk))*

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## **Evangelical Alliance Basis of Faith**

We believe in...

1. The one true God who lives eternally in three persons - the Father, the Son and the Holy Spirit.
2. The love, grace and sovereignty of God in creating, sustaining, ruling, redeeming and judging the world.
3. The divine inspiration and supreme authority of the Old and New Testament Scriptures, which are the written Word of God-fully trustworthy for faith and conduct.
4. The dignity of all people, made male and female in God's image to love, be holy and care for creation, yet corrupted by sin, which incurs divine wrath and judgement.
5. The incarnation of God's eternal Son, the Lord Jesus Christ - born of the virgin Mary; truly divine and truly human, yet without sin.
6. The atoning sacrifice of Christ on the cross: dying in our place, paying the price of sin and defeating evil, so reconciling us with God.
7. The bodily resurrection of Christ, the first fruits of our resurrection; his ascension to the Father, and his reign and mediation as the only Saviour of the world.
8. The justification of sinners solely by the grace of God through faith in Christ.
9. The ministry of God the Holy Spirit, who leads us to repentance, unites us with Christ through new birth, empowers our discipleship and enables our witness.
10. The Church, the body of Christ both local and universal, the priesthood of all believers - given life by the Spirit and endowed with the Spirit's gifts to worship God and proclaim the gospel, promoting justice and love.
11. The personal and visible return of Jesus Christ to fulfil the purposes of God, who will raise all people to judgement, bring eternal life to the redeemed and eternal condemnation to the lost, and establish a new heaven and new earth.