

Appointment of

# **CHILDREN AND FAMILIES WORKER**

Perth Riverside, Presbytery of Perth

Closing date – 12 noon Monday 24 March 2025

Job Reference Number: M04/25

Responsible to: Parish Minister



## About the Church of Scotland

The Church of Scotland is a national Church providing ministry, care, witness and service across the whole of Scotland and engaging in other parts of the UK and across the world. It has been a significant part of the life of Scotland for more than 450 years. As well as providing worshipping communities of faith that testify to the truth and relevance of the Christian faith, it also plays a significant part in the community life of Scotland in a variety of ways and adds significantly to its social capital.

The Church of Scotland today works in partnership with others, including churches from around the world, ecumenical partners, interfaith networks, charities and individuals. It engages with Government and civic society, believing that the Good News of Jesus is relevant within the spheres of politics and decision-making, as well as in our local communities and congregations.

## Ministries Development Staff

Working in the parishes across Scotland, our Ministries Development Staff (MDS) provide additional support locally to complement the work of Parish Ministers. Employed by the Ministries Council of the Church of Scotland, the work that is carried out by our MDS colleagues is invaluable in making a difference to the lives of people in our churches and communities. The Ministries Council employs over 100 staff who are working in roles such as Deacons, Parish Assistants, Children, Youth and Family Workers, Outreach Workers, Pastoral Assistants and Community Development Workers. With support provided centrally from the Faith Action Programme and Human Resources team in the national offices, our MDS colleagues will have access to a full suite of wellbeing and learning opportunities. This sits alongside local collaborative working between line manager, kirk session and presbytery.



## About the Parish

Perth Riverside's parish runs from the edge of the town centre to the edge of town. The parish follows the Tay and includes North Muirton and Muirton housing estates, the North Inch park, Perth's motor mile and an industrial area. There are also multiple nurseries, three primary schools and two secondary schools.

The parish is extremely varied and includes an area of multiple deprivation alongside relatively affluent streets. Multiple support agencies operate in the area and the church has built good working relationships with many.

## Context of the role

We have developed our church facilities as a community hub with a thriving cafe. Attractional models may be unfashionable, yet we are seeing people move from being customers and volunteers, to becoming part of the church. Our congregation mainly comprises young families, many where additional support needs (ASN) are present.

We would like to develop our work amongst families in the congregation and in our wider community, some of whom face significant challenges. We also see benefit to engaging with both church and unchurched families together, being both pastoral and missional at the same time.

This role will be embedded within our worshipping community and will conduct and support relational mission and Christian formation. The role will engage with current activities and also develop new shared activities between church and community.

Recognising that this role is part-time, in many cases you would support and connect existing ministries, run by staff and volunteers, building relationships and representing the interests of children and families.



# Role description

## **Title of Post:**

Children and Families Worker

## **Responsible to:**

Parish Minister

## **Purpose of Post:**

Supporting the vision of being a welcoming Christian community, easily accessible to all the fringes, this role will form and encourage supportive relationship bridging the gap between church and community with a particular focus on children and families.

## **Main Duties**

- Full participation in our worshipping community, with responsibility for children and families. This will include providing a warm welcome, development of activities and a culture to engage and involve them. You would be expected to attend Sunday worship twice per month, in order to engage with church families.
- Forming supportive relationships with families within the congregation and wider community, assisting friendships across perceived boundaries.
- Supporting discipleship and Christian formation amongst families that seek to grow in faith. This will include identifying and providing relevant resources in partnership with the church leadership team.
- Developing our 'stay and play' group into a more interactive and relational venture which allows deeper, supportive relationships to form between the community and the church. This includes leading on the development of the structure and activity plan and implementing and reviewing these.
- Collaborate with our wider ministries and outreach such as our cafe, youth ministry, children's church, Friday night meal and drama drop-in and Sunday worship.
- Develop our connections and potential collaborations with local community groups, such as the North Muirton Community Centre, YMCA youth work and schools.
- Take the lead in developing innovative and flexible responses to needs and interests you identify within the community and church bringing these to the Kirk Session/leadership team for agreement then lead on implementing these.
- Identify opportunities for holiday activities, in collaboration with our cafe staff and/or other Riverside ministries taking responsibility for these and coordinating volunteers, staff and resources.
- Communicate and cooperate with the Leadership Team of Perth Riverside Church and Church Staff providing regular reports to ensure engagement and support for the work.
- Adhere to the Church of Scotland Safeguarding process.

## **Additional Duties**

- To update the church regularly on vision for the work and achievements.
- To contribute to the church's annual Team Report submission to presbytery.
- To participate fully in the Church of Scotland Faith Nurture Forum appraisal process.
- Undertake such other duties as may be required from time to time by the Parish Minister.

## Person Specification

It is an essential requirement of this role that the post-holder is a committed Christian with a live Church connection which is a Genuine Occupational Requirement in terms of the Equality Act 2010.

The successful candidate will have:

- Significant experience in children, youth and families work
- Previous experience of leading, or coordinating activities for children, youth and families
- Ability to develop, run and evaluate a programme of activities for children and families, in particular with missional activities
- Ability to communicate effectively using strong interpersonal and written communications skills
- Excellent planning and organisational skills
- Ability to build and maintain effective working relationships with individuals of all ages
- Ability to engage with people who have little or no church connection
- Committed and experience of partnership working where you have worked alongside other groups/ providers to enhance support and opportunities
- Understanding of the issues that affect children and families in the area and the ability to relate to them
- Flexibility and adaptability
- Innovative approach with the ability to enthuse others
- Effective team leader and member
- Ability to work with minimum supervision and a readiness to use own initiative
- Qualification or accredited training in youth / family work, or can demonstrate significant, relevant and recent experience in this area
- On-going commitment to continuing professional development including willingness to work towards qualification and accredited training.

It is also desirable, however not essential that you have:

- Experience of working with children with ASN

Applications will be assessed in respect of the above criteria.



## Employment Benefits

As a member of staff within the MDS, you will be able to access a number of benefits. All eligible MDS employees will be automatically enrolled into a defined contribution pension arrangement where you will be auto-enrolled at the default rate of 2.5% employee contribution and 14% employer contribution. You will have the option to reduce your contribution or opt out of the scheme.

### Current Pension Contributions

Employee Contribution	Employer Contribution
0%	11.5%
0.5% and less than 2.5%	11.5%
2.5% and above	14.0%

You will also have access to our Employee Assistance Programme, Occupational Sick Pay, enhanced family friendly policies, Flexible Working Policy, Hybrid Working Policy, Cycle to Work Scheme, Chaplaincy Service and Death in Service Benefit.

## Terms and Conditions

- Salary is based on the MDS scale of £29,535 - £33,389 per annum. This is the full-time salary scale and actual salary will be pro rata to 0.5 FTE.
- Normal hours of work will be 18.75 hours per week.
- The nature of the work calls for a degree of flexibility, thus hours of work, which are as agreed with the line manager, may vary from day to day.
- This is a permanent post.
- The post is based at Perth Riverside Church.
- There are five weeks paid leave (187.5 hours pro rata) in each full holiday year which runs from 1 January to 31 December. Entitlement is based on full weeks worked. There are also nine statutory holidays. Entitlement increases after five years' service to six weeks (225 hours pro rata) annual paid leave
- Travel expenses by public transport or by use of own car (if appropriate) at rates agreed by the employer are payable and reviewed annually.
- Membership of Disclosure Scotland PVG Scheme will be required.
- It is essential you have the right to work in the UK before applying to work with us. You will be asked to provide proof of your eligibility to work and remain in the UK if you are invited to attend for an interview.
- In order to comply with the Asylum and Immigration Act 1996, the successful applicant will be asked to provide document(s) confirming their eligibility to work in the United Kingdom.
- An employment medical check will be undertaken as part of our recruitment process.

**For a confidential discussion regarding the role, please contact Rev Dave Rankin [drankin@churchofscotland.org.uk](mailto:drankin@churchofscotland.org.uk)**

**Interviews are scheduled to take place week beginning 31 March 2025**

## How to Apply

Applications should be sent by email to **recruitment@churchofscotland.org.uk** and must be received by 12 noon on the closing date.

Applications should comprise:

- A personal statement, outlining how your skills, experiences and personal qualities match the requirements of the role outlined in the job description. Please provide reference contact details for your last two periods of employment (this would normally be your direct line manager/supervisor). If you have had more than two employers in the last three years, please provide referee contact details for that period. References will not be contacted until later in the process.
- A full CV, including educational and professional qualifications alongside a full employment history showing positions held, responsibilities and relevant achievements.
- A personal information form, to be downloaded and attached.

Applications without a CV, personal statement and personal information form will not be taken forward in the process.

Each document should be a maximum of two sides of A4. For more information on any of our roles, please contact **recruitment@churchofscotland.org.uk**