

**SAYT YOUTH WORKER – JOB ADVERT**

<h1>SAYT</h1>	<b>Sevenoaks Area Youth Trust</b>
<a href="http://www.sayt.org.uk">www.sayt.org.uk</a>	<i>Christians working together for Young People</i>
<p><b>Are you a dynamic experienced / qualified Christian Youth &amp; Community Worker?</b> Could you join a small team of voluntary &amp; paid youth workers as we continue to develop our exciting:</p> <p> <span style="color: red;">✓ Detached / street youth work</span>     <span style="color: green;">✓ Schools youth work</span>  <span style="color: blue;">✓ Church youth work</span>                     <span style="color: orange;">✓ Centre-based work</span> </p>	
<p>SAYT is an ecumenical Christian Charity [No 1090595] funded by some 25 churches and others, who seek to break down barriers, build bridges and meet young people at their point of need</p>	<p>Face-to-face work in this full-time post is split 50/50 between Sevenoaks Area Youth Trust &amp; St Mary's Church, Kemsing Village. Job share possible</p>
<p>for info or to apply: send your contact details to <a href="mailto:info@sayt.org.uk">info@sayt.org.uk</a> or call/txt Rob on 07941 388 852</p>	

**SAYT YOUTH WORKER - PERSONAL PROFILE**

- ◆ A resilient mature Christian in good spiritual & mental health who relates well with a wide range of young people; aware of the issues affecting & involving young people.
- ◆ A good listener, understanding the need for confidentiality, who copes well in difficult situations with discretion and a working knowledge of youth work best practice.
- ◆ A self-starter and good time manager, self-assured and self aware, but a team player who knows when to seek help or refer on.
- ◆ Someone with energy and enthusiasm, who has good communication skills, is a good organiser and is able to motivate and network.
- ◆ A bridge builder with a sense of humour.
- ◆ JNC recognised qualification in Youth Work or 3 years relevant experience.

**SAYT YOUTH WORKER – JOB DESCRIPTION**

SAYT-Sevenoaks Area Youth Trust is a Charity [No 1090595] working mainly in the area of Churches Together in Sevenoaks & District [www.ctsd.org.uk](http://www.ctsd.org.uk) [defined by 2 Anglican Deaneries - Sevenoaks & Shoreham]

**KEY OBJECTIVES OF THE POST**

As an SAYT Youth and Community Worker your key tasks, working as part of a team, are to:

- come alongside young people wherever they are [Emmaus road] ,
- help build bridges between young people (mainly secondary school age) local Christians (Churches Together, Churches, ‘Deeper’, Youth Workers) and God,
- be and facilitate a Christian witness in the area [Salt & Light].

**CORE ACTIVITIES (about 60% of effort/time) in this post are split 50/50 between Kemsing & SAYT**

**A. About 30% of time you are seconded to St Mary’s Church, Kemsing for 3 face to face sessions to:**

- a. Help deliver church based youth work: 11-15s club, worship, residential and develop 16-18s youth work.
- b. Undertake weekly detached youth work in Kemsing village - with SAYT support [for the parish council]
- c. Raise the profile of young people in the community & local agencies [Police, Council] including holiday clubs and by helping the Parish Council to provide a Youth Drop In or other facilities.

**B. About 30% of time you will work in your key SAYT roles of:**

- a. Contact young people where they are (streets, parks etc) to develop working relationships with individuals & groups; provide a listening ear and offer information & support [IAG] (20% of effort/time).
- b. Working with Schools & Churches [outside Kemsing] (10% of effort/time)
  - Work with local schools to develop relationships with young people in the area, to build trust, improve profile / visibility and gain credibility [not staff substitution for schools]
  - Advise churches on local resources, training & support for Youth Work, and encourage their Youth Workers

**SUPPORT ACTIVITIES (40% of effort/time) - generally applies to parts A and B above**

1. Foster links & partnership with local agencies [statutory & voluntary] that relate to your work
2. Attend regular meetings (currently a Prayer Breakfast 6 per year) for Christian Youth Workers in the area for mutual support including issues such as emergency support and youth events in the area
3. Encourage inter-church Young People's witness and worship (including DEEPER) in the area
4. Worship regularly as an active member of St Mary’s Kemsing
5. Member of St Mary’s Kemsing ministry leadership team and St Mary’s youth work steering group
6. Attend Diocesan Youth meetings for St Mary’s Kemsing, and liaise with the Diocesan Youth Worker
7. Visit other churches at least once a quarter on a rotational basis
8. Draft short update report for SAYT trustees every 2 months
9. Assist in drafting occasional press releases and grant applications
10. Assist in fund raising presentations as required
11. Conduct, implement and check activity risk assessments
12. Attend regular meetings with your Line Manager, Pastoral Supporter/Mentor, and SAYT Trustees
13. Undertake any training or courses as appropriate
14. Fulfil any other tasks deemed appropriate by SAYT.

**Summary of other employment details**

Reporting - to SAYT line manager

Hours – full time 37 hours/week including significant evening and weekend work.

Leave – 5 weeks / year plus public holidays

Salary – closely aligned to JNC scales; and based on experience and responsibility

Pension – after 6 months probation SAYT will contribute 10% of gross salary to your chosen pension scheme.

Probation – 6 months probation period applies; thereafter annual Appraisals will be held.

Notice – after probation is successfully completed, 3 months notice either way.

Flexibility – the post may be suitable for a job-share

Car driver – clean licence for minibus driving

Enhanced CRB and written references required

NB Employment contract signed by Youth Worker & a Trustee takes precedence over this document

***Background Information***

**Sevenoaks** is situated about 20 miles south east of London, in rural Kent. Sevenoaks can be described as a fairly traditional town, with some light industry, shopping areas, many churches, pubs and restaurants. The Town centre is becoming more modern with the high street full of young people most Saturday evenings, making use of the larger number of bars, clubs, pubs and eateries. There are reasonable leisure centres in the area. It is close to the M25/M26 interchange and there are two rail stations in the area. Many residents commute to London for work and many teenagers commute to schools in Tonbridge or Tunbridge Wells. Typically people tend to move away to further education or jobs at nineteen and cannot afford to move back until they are in their thirties. This tends towards an elderly and conservative community in some of the villages and churches. The young people who live in the villages often feel that there is nothing for them as they cannot easily get transport in to the town, and indeed meeting young people on the street in villages is just as important as town centre work.

**SEVENOAKS AREA YOUTH TRUST - SAYT** has grown out of the Churches Together in Sevenoaks and District, which covers the area of the town and over 10 village communities, equating to two Church of England Deaneries, or some 40 churches of all local denominations. Urban and rural areas include pockets of great wealth, but also of great deprivation. Whether from rich or poor background, young people in the area are no strangers to the problems of family breakdown, teenage pregnancy, drugs, alcohol abuse, and violence. Recently, the suicide rate for 16-20 year old males was over twice the national average.

It is recognised that this cannot be successful in isolation and that it needs the ongoing support of churches, Christians, Youth Leaders and other agencies. In particular the successful Youth Worker will develop and nurture a wide base of contacts and volunteers in each village/area to work alongside and eventually in some cases leave local volunteers to carry on the work after sufficient experience and training.

[Click here to see a map of our area](#)

[Click here to print a copy of our brochure](#)

**St MARY'S KEMSING** - The SAYT appointed youth worker will work half time in support of youth work in St Mary's parish, Kemsing. The parish lies within the Sevenoaks area where all other SAYT work takes place, so this is a natural extension. The wide range of support for SAYT is reflected in Kemsing where the Parish Church represents the only worshipping Christian Community and is attended by persons of a wide theological range.

Kemsing is a village of about 4000 inhabitants situated in a semi-rural area of the North Downs. Many adults commute to the City while the teenagers attend a variety of schools in the Sevenoaks-Tonbridge region. There is a wide social mix without extreme poverty. While many teenagers attend thriving sports clubs or 'uniform' organisations or are well occupied by their 'selective' schools, others hang-out on the streets and open spaces, with petty vandalism, rather than alcohol or drugs, as the main distraction; which has resulted in some police action. A public meeting called by local parish councilors and involving some teenagers has resulted in proposals for better youth provision.

St Mary's currently runs:

- Saturday evening youth club in the church hall for 11-15 year olds, with a membership of about 20-30. While most of the evening is social / sports, there is a definite time set aside for spiritual matters.
- Members are mainly churched but some un-churched young people also join the club.
- Leadership is provided by the youth worker\*, an experienced volunteer [age late 20s] and some parents/carers.
- The programme includes:
  - A week away in a Christian adventure centre – usually CMC Pensarn\*
  - A weekend away at a local adventure centre – usually Carroty Wood\*
  - Some members join the church 'music group', family services\* and Palm Sunday readings.
- Two younger groups covering the 5-11 year age range meet during the week. Membership is about 35 in total. Here there is a definite Christian component to the activities. A lively under 12s holiday club is run in August\*
- Tuesday evening detached\* working with other SAYT staff. This is mainly funded by Kemsing Parish Council to engage un-churched teenagers who 'hang-about' open spaces in the village. A 'youth bus' is often used.

Objectives for the Youth Worker in Kemsing are guided and supported by a small steering group including the Vicar and some PCC members. In addition to supporting activities above\*, the following objectives are established:

- Restore church youth work in the 16-18 year age group – including a spiritual element.
- Long-term collaboration with Parish Council attempts to provide a drop-in facility for young people who 'hang-out' -largely to be staffed by volunteers.
- Occasional support for under 12s work in the Church.
- Occasional visits to lead Kemsing Primary school assembly – with voluntary or SAYT support.