

Dear Applicant,

Thank you for your interest in the Youth Worker role. We appreciate the time you've taken to apply and would like to provide you with additional details about the recruitment process. This pack contains all the information concerning the post; we encourage you to review these materials thoroughly. We also understand that sometimes, you may have further questions. If you would like to have a conversation, either by telephone, Zoom or in person, don't hesitate to get in touch with me using the details below or email paul@yfcgloucestershire.co.uk

This pack contains the following information:

- Church and Organisational Profile
- Youth Worker Job Description
- Youth Worker Person Specification
- Ethos Statement

Also attached is an application form. Please note that we do not require a CV; any sent will be disregarded in the application process.

Closing and Interview Dates

The closing date for applications is 22nd February 20026.
Interviews will be held over a weekend in March.

We look forward to getting to know you better during the selection process. We pray that God will guide you and speak to you as you consider applying for the position.

Yours sincerely,

P.Bennett

Paul Bennett
Director

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Hesters Way Baptist Church

HWBC is a growing, community focused, evangelical church in West Cheltenham. We are in the centre of Hesters Way estate and have a heart for reaching our neighbours and working with local organisations to share the gospel in our area. On Sundays, we have around 60 - 80 people from many different cultures and backgrounds, including a range of children and young people.

The church was planted in 1957 and ministry with young people has been a big part of the church's history. Currently, we have a Boys Brigade which connects with many families in our local community, and we are keen to reestablish a group for girls. On a Sunday, we have groups for primary and secondary aged children, helping them to understand the Bible and faith more deeply. We are also well connected with the local primary school and see many of the children through the week and at our outreach events. The Youth Worker will have responsibility from age 10 (School Year 6) up to age 18 (School Year 13), in partnership with our volunteers, focusing on engagement with the community and sharing the gospel in order to change and shape lives.

<https://hestersway.org/>



Youth for Christ Gloucestershire

Youth for Christ Gloucestershire has been in existence since 1974. We seek to see young people's lives changed by Jesus. In a world that never stops changing, we are continually adapting our ministry to address young people's challenges. We work in schools, running Christian Unions, evangelistic after-school clubs, taking assemblies and mentoring young people. We run an annual residential and support numerous churches. We support churches setting up evangelistic youth ministry and run a termly evangelistic event in Gloucester. We work across Gloucestershire, but most of our work is in Cheltenham, with a growing presence in Gloucester. We are developing projects to increase this capacity. The team comprises the Director, a Youth Work lead, a full time youth worker and administrative staff.

<http://www.yfcgloucestershire.co.uk>

Why a joint appointment?

We believe that we can achieve more together. Both Hesters Way Baptist Church and Youth for Christ Gloucestershire believe that partnership is essential. Working together allows a worker to be rooted in a local church, developing their work as part of the community whilst also receiving the support of being part of a wider youth team and a national organisation. We share the same heart and vision to see young people encounter Jesus and grow in their relationship with him. This role provides an excellent opportunity for someone to use their skill set inside and outside the church.

Job description: Youth Worker

Responsible to: Director of Youth for Christ Gloucestershire and the Hesters Way Baptist Church Leaders.

Line Manager: Youth for Christ Gloucestershire Youth Work Lead.

Job Summary: To develop the current ministry of Hesters Way Baptist Church and Youth for Christ Gloucestershire through continuing existing work and introducing new areas of work. To engage with young people and present them with opportunities to encounter the Good News in ways relevant to their lives and grow in their relationship with Jesus.

Aims and Objectives:

1. Contribute to the vision and ministry of Youth for Christ Gloucestershire and Hesters Way Baptist Church by upholding and demonstrating their values and ethos.
2. Contribute to the ethos of Youth for Christ Gloucestershire and Hesters Way Baptist Church by involvement in corporate and individual worship, bible study and prayer.
3. Develop a strategy for outreach to young people in partnership with Hesters Way Baptist Church.
4. Be involved in the schools and youth work of Youth for Christ Gloucestershire.
5. Recruit, inspire, lead, and equip the Hesters Way Baptist Church youth volunteer team.
6. Oversee the discipling of young people at Hesters Way Baptist Church, helping them to discern and use their gifts, grow in their faith, become committed to the local church and to share Jesus' love with others.

Hesters Way Baptist Church:

1. To plan and deliver quality and engaging Biblical teaching in conjunction with the wider teaching programme of Hesters Way Baptist Church. To create spaces where young people can ask questions, explore faith, and learn 'how to' and not just 'what to' think.
2. Inspire the development of missional programmes enabling non-churched young people connected to the church community to encounter and respond to the good news of Jesus.
3. To collaborate closely with the parents of young people in the church to encourage and support their discipleship and care.
4. To lead, recruit and equip others to join the Youth Team with input and help from the church leadership.
5. To be involved in planning and leading all-age/youth services where appropriate.
6. To be responsible for the youth budgets, general administration and be the main point of contact for the church's designated safeguarding coordinator regarding youth work and any training that youth leaders may need in this respect.
7. Connect and pray with other local youth workers and involve our young people in local and regional youth events and residential activities as appropriate.
8. To be an active member of the congregation of Hesters Way Baptist Church and involved in the church community.

Youth for Christ:

1. Play an active part in the schools' ministry of Youth for Christ Gloucestershire, including taking the lead in one school.
2. Play an active role in the youth provision of Youth for Christ Gloucestershire.

3. Be involved in relevant youth work networks and support the projects of Youth for Christ Gloucestershire.
4. Raise awareness of Youth for Christ Gloucestershire among churches, individuals, and other interested parties. Play an active part in fundraising for Youth for Christ Gloucestershire.
5. Actively promote equality and diversity in the workplace and work of Youth for Christ Gloucestershire.

Monitoring and Administration:

1. Record statistics relating to all aspects of work.
2. Monitor and evaluate the youth provision with your line manager.
3. Ensure safeguarding policies are adhered to in all aspects of the role. Consult with safeguarding officers and the DBS coordinator to maintain records, ensuring good practice is maintained.

General:

1. Always work, within the policies of Youth for Christ Gloucestershire and Hesters Way Baptist Church.
2. Attend and actively participate in weekly staff business and prayer meetings.
3. Attend training days and conferences relevant to the work, including the annual Youth for Christ conference and Focus days.
4. To work outside regular office hours on evenings or weekends, as required.
5. To undertake other duties appropriate to the post, as assigned by the Director and leaders, which are consistent with the above.
6. Be a good ambassador of Hesters Way Baptist Church and Youth for Christ Gloucestershire.
7. Maintain and promote safe working practices ensuring high standards of safeguarding are maintained.

Summary Terms and Conditions:

1. The post is for 37 hours a week. The starting salary will be between £26000 - £28,000, based on qualifications and experience, plus a 3% pension contribution. Youth for Christ Gloucestershire's pension provider is NEST. There is a six-month probationary period which may be extended by a further three months if required.
2. The nature of the work is flexible but will necessitate a regular commitment to evening and weekend work.
3. The holiday entitlement is 25 days pro rata. These must be agreed in advance with the Director.

As the work will include working with young people in an unsupervised capacity, the successful candidate will be subject to screening regarding police records. The post holder's permission is required for a Disclosure Barring Service check (refusal means the application will not be considered further). The position will be offered subject to satisfactory references and a satisfactory DBS enhanced check.

There is a Genuine Occupational Requirement (GOR) that the role holder is a Christian in accordance with the Employment Equality (Religion and Belief) Regulations 2006.

Person Specification: Youth worker

ATTRIBUTES	ESSENTIAL	DESIRABLE
	<p>ESSENTIAL</p> <p>The minimum acceptable level for safe and effective job performance.</p>	<p>DESIRABLE</p> <p>The attributes of the ideal candidate.</p>
PREVIOUS EXPERIENCE	At least two years' experience of youth work.	Experience of youth work in a church and community context. Experience of leading and developing discipleship programmes.
QUALIFICATIONS	Educated to degree level qualification or a clear demonstration of significant relevant experience.	A JNC recognised youth work qualification. A full clean driving licence.
DELIVERY SKILLS	Able to organise and plan work. Experience of evaluating, reflecting, and improving on your own work.	An ability to develop and train others in youth work delivery. Experience of providing pastoral support and one-to-one mentoring.
LEADERSHIP SKILLS	Able to accept responsibility for own work and projects. Experience of leading others and being led.	Experience of leading a team of volunteers. Experience of setting up and establishing new projects.
COMMUNICATION SKILLS	Able to communicate formally and informally. Able to listen to the needs of others. Able to establish appropriate relationships with young people and their families. Good IT skills.	Experience of presenting to groups. Able to establish and maintain partnerships. Able to develop positive relationships with people from a wide demographic.
INTERPERSONAL SKILLS	Able to work as part of a team and independently. Able to motivate and encourage others.	Experience of working as part of a team. Experience of managing others.
PERSONAL QUALITIES	Enthusiastic and self-motivated. Flexible. Able to work in a variety of settings. A willingness to be involved in all aspects of fundraising. A creative thinker. Able to demonstrate good emotional intelligence. Evidence of a desire for personal development and growth.	Previous experience of fundraising or generation of personal support.

CHRISTIAN COMMITMENT	<p>An active member of a local church.</p> <p>Able to express their faith to others.</p> <p>Living a lifestyle that reflects their faith.</p> <p>A passion for evangelism.</p> <p>A good understanding of the Bible.</p> <p>An ability to relate the Bible to young people.</p>	<p>To have a good understanding of the practice, spirituality and breadth of Youth for Christ and Hesters Way Baptist Church.</p>
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The successful candidate will be required to complete an enhanced DBS check. You must have the right to work in the United Kingdom.

Ethos Statement

The ethos of Youth for Christ emerges from the Youth for Christ Statement of Faith and a desire and motivation to express God's love. This love is expressed to those outside the organisation and internally in our relationships within the team. We express God's love to those outside Youth for Christ by obeying Christ's mandate in Matthew 28:18-20 and Acts 1:8. Jesus gave these mandates to his disciples, and we take our mission from these.

Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.

Matthew 28:18-20

But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth. **Acts 1:8**

The Christian Faith

- States that God is the sole creator.
- Determines that each individual is uniquely made in the image of God, although they are fallen.
- Declares that Jesus Christ is the Son of God who came to save humankind from sin.
- Provides for a relationship with the living God in the person of Jesus Christ that defines what being a Christian means.
- Equips the Christian to live life through the power of the Holy Spirit and grow in holiness.

The Christian Expression of Faith

- Honours, obeys, and glorifies God, acknowledging God's sovereignty.
- Nourishes the spiritual life and is fully committed to developing it.
- Believes that no one is beyond the redeeming love of the Saviour, Jesus Christ, and this love reaches out to the people of all nations, cultures, and ethnicities.
- Knows God through the person of Jesus and seeks to follow his way of life, modelling love, justice, peace and forgiveness in attitudes and behaviours.
- Embraces the power of the Holy Spirit as the source of strength for living.

As we see in Colossians Chapter 3, the Christian's motivation to express the love of Christ in their life affects not just the nature of the work they are involved in but the way they behave and relate to others. This should lead to a vocational and relational lifestyle characterised and driven by faith in God, touching the lives of others through the work of the Holy Spirit.

The motivation for our mission comes from Christ's love compelling believers (2 Cor. 5:14) and is therefore rooted in our faith in Christ. This faith produces a distinctive heart attitude of love, which expresses and is characterised by the following values and behaviours.

Courageous: Empowering, taking a step of faith, growth.

Helpful: Reliable, supportive, and nurturing.

Relational: Dignity, love, compassion for individuals and groups.

Innovative: Creative, pioneers and explorers.

Spiritual: Committed, dependent and energetic.

Together: United in our mission and value mutual partnerships.

Core Behaviours

Inclusivity: Facilitating a sense of belonging to the corporate whole.

Integrity: Youth for Christ and individual staff would be true to our values in how we operate internally and externally. The values we promote for ourselves as Youth for Christ should be matched by those we practice when relating to others.

These values and behaviours are intrinsically linked to the success and fulfilment of our mission. Our staff's attitude and motivation and how our mission is achieved are as important as the mission itself. (John 13:34, Matthew 22:36, 1 Corinthians 13:1-2)

As this attitude and motivation come only from a relationship with Christ, it becomes an occupational requirement that many of our staff are committed Christians who assent to our statement of faith. Roles with significant leadership or representational responsibilities, or central to fulfilling our aims and purposes or developing and maintaining our Christian ethos, will always be held by committed evangelical Christians.

Other roles have key spiritual elements to them, which can only be carried out by those who are committed to a living faith in God.

Some posts do not require someone to have an expressed Christian commitment, but it is expected that every member of staff will respect and uphold all areas expressed in policy.

Youth for Christ recognises that it is essential that these attitudes and behaviours continue in Youth for Christ and mark our work. We expect our staff to act in good faith and with loyalty to that relational ethos.

Notwithstanding this, Youth for Christ is committed to diversity amongst its staff and volunteers and will not discriminate on grounds unrelated to our ethos.

The following section defines our Code of Conduct, which comes out of our values, beliefs, and ethos.

Appendix 1

The mission statement of Youth for Christ is:

"Taking the Good News relevantly to every young person in Britain".

All Youth for Christ's activities must be rooted in the Mission Statement, and nothing should be undertaken that does not fulfil the mission statement's goal.

This means:

Taking

We carry what has been personally and corporately grasped to present to young people. We carry this gift that is beneficial to others.

Good News

The Gospel as expressed in the Bible and systematised in the historic Christian creeds.

Relevantly

In a style and form that communicated effectively with the given audience. This demands flexibility in approach. This reflects the original commitment of Youth for Christ "Geared to the times, anchored to the rock."

To Every Young Person

Not limited by national geography, economics, status, culture, ethnicity, disability, etc.

Britain

England, Scotland, Wales, and Channel Islands.

Statement of Faith

We believe in:

- The one true God who lives eternally in three persons — the Father, the Son and the Holy Spirit.
- The love, grace and sovereignty of God in creating, sustaining, ruling, redeeming and judging the world.
- 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.
- 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.
- The incarnation of God's eternal Son, the Lord Jesus Christ — born of the virgin Mary; truly divine and truly human, yet without sin.
- 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.
- 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.
- The justification of sinners solely by the grace of God through faith in Christ.
- 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.
- 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.
- 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.

Code of Conduct

Context

Youth for Christ Gloucestershire is committed to its staff and volunteers, to their development and has a 'duty of care' towards each member of the staff team and to volunteers. The Centre is committed to act with compassion, grace and pastoral concern. Members of staff and volunteers are encouraged to make every reasonable effort and intention to meet the standards of personal conduct within a work and social context as set out in this code of conduct.

Scope

This document is used at the recruitment and selection stage for new staff and volunteers and applicants will be asked to confirm that they are happy to abide by the code of conduct.

It also forms the basis of an understanding of behaviour and expectation of one another for all those existing staff working and volunteers in the Centre.

Roles which have significant leadership or representative responsibilities, or that are central to fulfilling the aims and purposes or developing and maintaining our Christian ethos, will always be held by committed Christians.

Policy

As a result of our shared beliefs and values the following are examples of behaviours we would expect to find in staff and volunteers at Youth for Christ Gloucestershire.

- Willingness to give account of a living faith in Jesus Christ within settings and context appropriate to day-to-day responsibilities.
- Regular commitment and participation in the life of a local church.
- The treatment of one another with grace, respect, courtesy, politeness, forgiveness and Christian love.
- Honesty and co-operation in our interactions, timekeeping and work practice.
- Respect for authority and for individual conscience and diversity as people working together.
- Commitment to good stewardship of Youth for Christ Gloucestershire's finances and resources.

Where posts have been identified as not requiring someone to have an expressed Christian commitment it is recognised that the first two bullet points above will not apply.

Youth for Christ Gloucestershire staff and volunteers will be expected to comply with the Centre's policies and procedures and have a responsibility to safeguard the welfare of all children and young people with whom they work. Staff and volunteers will be expected to abide by Youth for Christ Gloucestershire's Safeguarding policy and guidelines.

Should a difficult situation develop, Youth for Christ Gloucestershire will act with compassion, grace and pastoral concern. Such issues may be as the result of incapacity or an error of judgement rather than lifestyle choices or pre-determined behavioural choice and Youth for Christ Gloucestershire will respond with encouraging restoration.

It is recognised that the Bible outlines specific behaviours as fundamental and in situations where these may have been contravened, Youth for Christ Gloucestershire will act in accordance with its disciplinary procedure within a context of grace and compassion, as time is taken to investigate and consider the circumstances of the situation.

This will mean the following should be factors that will be considered:

- The severity of the perceived misconduct
- Whether the incident is 'one off' or part of repeated behaviour or lifestyle
- Any mitigating circumstances
- The position of trust of the staff member or volunteer within Youth for Christ Gloucestershire
- Christian maturity and understanding
- The treatment of similar instances of misconduct by other staff and volunteers
- The staff member's or volunteer's length of service
- The extent of any 'live' disciplinary warnings
- Evidence of regret

The following is a non-exhaustive list of matters which are considered to be gross misconduct and which would normally result in dismissal.

- Any action constituting a serious criminal offence.
- Actions which contravenes Youth for Christ Gloucestershire's statement of faith or contrary to the standards and beliefs held by Youth for Christ Gloucestershire.
- Unauthorised removal or use of Youth for Christ Gloucestershire's property.
- Theft from the Centre, its staff, volunteers or the public.
- Committing acts of forgery, bribery (accepting or giving gifts, cash and hospitality, as defined in the Bribery Act 2010), deliberate falsification of, or failure to complete records, or misrepresentation to the advantage of themselves or others.
- Sexual intercourse outside of heterosexual marriage.
- Harassment of any kind including sexual harassment (see Harassment policy).
- Bullying of any kind.
- Carrying out duties under the influence of alcohol or illegal drugs.

- Fight with, physically assault another member of staff, Youth for Christ Gloucestershire worker or volunteer.
- Flagrant disregard of safety precautions and endangering yourselves and others.
- Unauthorised possession of or wilful damage to Youth for Christ Gloucestershire's property.
- Deliberate viewing, creation, or circulation of pornographic material or other offensive materials.
- Deliberate disregard of duties or instruction relating to employment.
- Deliberate disregard of the protection of children and young people (see Safeguarding policy).
- Deliberate disclosure of confidential information.
- Involvement in the occult.
- Membership in a group who could oppose Youth for Christ Gloucestershire's statement of faith or expressing views which are contrary to that statement of faith.
- Breach of trust. Covertly recording meeting and interactions digitally will be deemed a breach of trust.
- Expressing views publicly on social media or otherwise, that are not in accordance with the ethos of Youth for Christ Gloucestershire, including political views that are not permitted to be made by charitable bodies, which would have the effect of bringing Youth for Christ Gloucestershire into disrepute or attributing these views to Youth for Christ Gloucestershire.
- Activities outside formal working hours including those which render any staff member or volunteer either unsuitable for the type of work they do or which leads to a breach of trust between the Centre and the staff member/volunteer or where the staff member/volunteer damages the reputation of Youth for Christ Gloucestershire or where it affects the performance of a staff member/volunteer in their particular role.

It is understood that while every member of staff/volunteer is vulnerable to behaviour which contravenes that laid out in Scripture, our desire as an organisation is to inspire, encourage and build one another up in the faith in order to honour, obey and glorify God in our work.

This code of conduct seeks to facilitate this aim in compliance with biblical precepts as agreed by the Trustees of Youth for Christ in the statement of faith and by expressing Christian behaviours in the context primarily of employment and volunteering.

End of Policy

Reviewed and Accepted: 18th September 2025

Next Review Due: 19th September 2026