



The Church of Scotland

Appointment of

SCHOOLS AND FAMILY WORKER – BARONY CAMPUS

Presbytery of the South West

Closing date – 12 noon Monday, 12 May 2025

Job Reference Number: M10/25

Responsible to: Presbytery Representative



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 Barony Campus

The Barony Campus in Cumnock is one of Scotland's most innovative, ambitious and inclusive learning facilities. It opened its doors to the Robert Burns Academy and Supported Learning Centre pupils in October 2020. Hillside ASN and Lochnorris Primary School and Supported Learning Centre and Early Childhood Centre pupils started in the Campus in November 2020.

The official opening ceremony took place on Monday 8 March 2021.

The Barony Campus in Cumnock was the biggest capital project ever undertaken by East Ayrshire Council, with costs in the region of £68m. The new Campus incorporates:

- Lochnorris Primary School
- Cherry Trees Early Childhood Centre
- Hillside ASN School
- Robert Burns Academy

We are committed to delivering an inclusive learning environment where state-of-the-art facilities are provided for its children, young people and members of the community. A further focus on health and wellbeing ensures this commitment extends to the outdoor facilities and these will provide enhanced leisure and recreational facilities for all members of the local community.

Children and young people, staff, parents and the local community played a significant role in developing the design for the campus. They worked with the design team and senior officers to ensure the design of the campus reflects the educational aspirations of the Council, taking into account the requirements of the local community and the natural heritage and architecture of the area.

In addition to the four schools located on the Barony Campus there are ten associated primary schools located in settlements around Cumnock.

Context of the role

This role is an exciting opportunity for a passionate and committed youth worker to engage with children and young people within a school and church setting, providing spiritual, emotional, and social support. The successful candidate will play a key role in discipleship, community-building, and outreach, helping young people explore and develop their faith within the context of the Church of Scotland.



Role description

Title of Post:

School and Family Worker – Barony Campus

Responsible to:

Presbytery Representative

Purpose of Post:

Engage with children and young people within a school and church setting, providing spiritual, emotional, and social support. You will play a key role in discipleship, community-building, and outreach, helping young people explore and develop their faith within the context of the Church of Scotland.

Main Duties

- to complement the school's pastoral support team by providing pastoral support to pupils and staff (and their families) of Robert Burns Academy, Hillside ASN School, associated primary schools and early childhood centres
- to provide input to curricula topics as appropriate at The Robert Burns Academy, Hillside ASN School and associated primary schools
- to support the spiritual development of pupils through contribution to school assemblies, religious observance and special services (e.g. Christmas/Easter) at The Robert Burns Academy, Hillside ASN School and associated primary schools
- to coordinate the provision of a Christian education programme at The Robert Burns Academy and associated primary schools (e.g. Scripture Union)
- to maintain and promote the Child Protection Policy of The Church of Scotland and East Ayrshire Council.
- to undertake such duties as reasonably requested by the school authorities or Presbytery

The post holder will be expected to work with The Robert Burns Academy Education Group. The age range of children will be from 2 to 18. This group consists of 10 primary schools and associated early years centres. The Robert Burns Academy is based within The Barony Campus and this role also extends to the full campus which also contains Hillside, which is a through school for children and young people with complex additional support needs; Cherry Trees Early Years Centre, Lochnorris Primary School and a primary and secondary Support Learning Centre along with The Robert Burns Academy. The post holder will also liaise with up to 12 congregations/Kirk sessions to build on practice to work with local schools collaboratively. As part of The Robert Burns Academy senior leadership team there is a Depute Head Teacher (DHT) with responsibility for Primary/Secondary Transition. This role is particularly important in building relationships with the smaller primary schools within rural communities to ensure there is a connection to the academy. It is envisaged that the post holder will devote more time collaborating with the DHT and working with P7 pupils in primary schools in term 3 and then linking with them as they become the new S1 in term 1 – providing an additional 'weel kent face' to the new arrivals at the Academy.'

Additional Duties

- To communicate to the Presbytery, information, and vision for the work at least half yearly
- To contribute fully to the appraisal process

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:

- Experience of building positive relationships with young people, offering pastoral support and guidance
- Strong communication skills, both written and verbal, for engaging with young people, school staff, church leaders, and parents
- Experience in planning, leading and delivering youth activities, including group discussions, mentoring, and worship opportunities
- Ability to work collaboratively with school staff, chaplaincy teams, and church leadership to develop and deliver faith-based initiatives. Applications will be assessed in respect of the above criteria
- Skills in developing creative and engaging programmes that explore faith, personal development, and community service
- Ability to support pupils in their spiritual, emotional, and social development within a school setting
- Understanding of mental health and wellbeing issues affecting young people and knowledge of signposting to relevant support services
- Experience in delivering worship, leading prayer, or facilitating small group Bible studies
- A passion for youth ministry and discipleship, with a heart for supporting young people in their faith journey
- Ability to be a positive role model, demonstrating integrity, compassion, and leadership
- A self-motivated and proactive approach to work, with the ability to manage time effectively
- Resilience and adaptability in working within a school and church context.
- Relevant qualification (ideally to HND/degree level equivalent) in Youth Work, Theology, Education/ social services/child care and early education or similar, or community development or significant, relevant and recent work experience in this area
- Knowledge and understanding of child protection and safeguarding policies and procedures
- 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 the following:

- Competence in social media and digital engagement for youth outreach
- Experience in developing partnerships between schools, churches, and community organisations
- Previous experience in mentoring young people or providing one-to-one pastoral support.



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 a full-time role with the normal hours of work being 37.5 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 Robert Burns Education Group, East Ayrshire.
- 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 David Lewis 01292 570663 Email iadl@btinternet.com

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**