

SCRIPTURE UNION – BASIS OF FAITH

As the Scripture Union family throughout the world, we accept and proclaim the historic truths of the Christian faith including the following:

1. **God and the Human Race:** We hold that the Lord our God is one: Father, Son and Holy Spirit, and that He fulfils His sovereign purposes – in creation, revelation, redemption, judgment, and the coming of His Kingdom – by calling out from the world a people, united to himself and to each other in love.

We acknowledge that though God made us in His own likeness and image, conferring on us dignity and worth and enabling us to respond to Himself, we are now members of a fallen race; we have sinned and come short of His glory.

We believe that the Father has shown us His holy love in giving Jesus Christ, His only Son, for us, while through our sinfulness and guilt, we were subject to His wrath and condemnation; and has shown His grace by putting sinners right with Himself when they place their trust in His Son.

We confess Jesus Christ as Lord and God; as truly human, born of the virgin Mary; as Servant, sinless, full of grace and truth; as only Mediator and Saviour, dying on the cross in our place, representing us to God, redeeming us from the grip, guilt and punishment of sin; as Victor over Satan and all his forces, rising from death with a glorious body, being taken up to be with His Father, one day returning personally in glory and judgment to establish His Kingdom.

We believe in the Holy Spirit who convicts the world of guilt in regard to sin, righteousness and judgment; who makes the death of Christ effective to sinners, declaring that they must turn to Christ in repentance, and directing their trust towards the Lord Jesus Christ; who through the new birth makes us partake in the life of the risen Christ, and who is present within all believers, illuminating their minds to grasp the truth of Scripture, producing in them His fruit, granting to them His gifts, and empowering them for service in the world.

2. **The Scriptures:** We believe that the Old and New Testament Scriptures are God breathed, since their writers spoke from God as they were moved by the Holy Spirit; hence are fully trustworthy in all that they affirm and are our highest authority for faith and life.

3. **The Church and its Mission:** We recognise the Church as the body of Christ, held together and growing up in Him; both as a total fellowship throughout the world, and as the local congregation in which all believers gather.

We acknowledge the commission of Christ to proclaim the Good News to all people, making them disciples, and teaching them to obey Him.

We acknowledge the command to love our neighbours, resulting in service to the church and society, in seeking reconciliation for all with God and their fellows, in proclaiming liberty from every kind of oppression; and in spreading Christ's justice in an unjust world ... until He comes again.

ETHOS STATEMENT

(This outlines the kind of organisation SU Scotland seeks to be. Those who work or volunteer with us are asked to uphold this ethos).

Scripture Union Scotland, as part of an international family of SU movements, is fully committed to the *Aims, Beliefs and Working Principles of SU International*.

SU Scotland works to help all the children and young people of Scotland explore and respond to the significance of Jesus Christ for their lives and to encourage people to encounter God through the Bible and prayer. We hold this as our aim because we believe all human beings regardless of gender, sexuality, ethnicity, ability or disability, age, political or religious persuasion to be of equal worth before God and that all have the right to hear about his love for them as expressed in Jesus Christ. We also seek to encourage everyone to live in daily personal relationship with Jesus Christ, a relationship nurtured by both personal and corporate prayer and Bible engagement.

As an organisation our twin underlying values are dependence on God and deepening relationships. In these values we affirm our prayerful dependence on God and our commitment to change as we open ourselves regularly to Him through the Bible. Dependence on God is expressed through a commitment to corporate prayer and study of the Bible which are integral to the life of SU Scotland.

We believe the message of Jesus Christ should be evident in our relationships as well as in our teaching. Therefore, the working environment of SU should be one in which relationships deepen and where care and support, encouragement, the development of gifts and the realising of potential are all fostered. A spirit of forgiveness should also characterise our relationships.

We believe following Jesus Christ demands a distinctive lifestyle which impacts upon attitudes to money, possessions, time, work, leisure, social action and relationships. In relationships we strive to respect one another, to be accountable to one another and to seek unity without compromising individual integrity. The lifestyle we affirm is based on the teaching of the Bible and commends the Christian faith rather than seeking to bring it into disrepute. In the Bible there are clear statements of what this lifestyle entails which sometimes challenge contemporary cultural norms. Concerted action is called for so that we avoid things like falsehood, theft, anger, sexual immorality, impurity, lust, evil desires, greed (Ephesians 4:17-5:21; Colossians 3:5). In our present culture we feel the need to emphasise that SU staff and volunteers display distinctiveness in the area of sexual purity, avoiding even a 'hint of sexual immorality' (Ephesians 5:3) and living out God's intention for human flourishing in sexual relationships.

We commit ourselves to the nurture, protection and safekeeping of all. In particular, we seek to ensure the physical, emotional and spiritual well-being and development of children and young people. Within this context we are committed to the protection of children and young people from all forms of abuse. We aim to create a partnership amongst staff and between paid staff and volunteers in which there is mutual trust, respect and cooperation.

We define ourselves as working as part of the church but having a distinctive role. We will seek to work collaboratively with all Christian Churches and with other Christian organisations where there are areas of common interest and concern. We express this partnership practically by encouraging SU Scotland staff to be actively engaged in a local church.

Within SU Scotland, there are roles which have key spiritual elements to them. These roles can only be carried out by those who are committed to a living faith in Christ and therefore roles of this nature will be held by those who have such a faith.

We are committed to the pursuit of excellence with integrity in every area of work:

- As a mission organisation we will be relevant, practical and relational
- As a company we will be law-abiding, professional and efficient
- As an employer we will be fair, responsible and considerate

[We are happy to discuss this in more detail with anyone who is seeking to determine whether they wish to seek a staff or volunteer post with us.]

Adopted by the SU Scotland Board March 2019

Support Raising Summary

In common with many other organisations, and as set out in SU Scotland's Support Raising Policy, all staff are expected to participate in raising support for their position.

There are three aspects to our understanding of support raising:

- Prayer
- Volunteering
- Finance

Each staff member is encouraged to make **prayer** needs known among friends, family and within their church fellowship. Various resources, both online and in print, are available for this task.

More than 2,000 **volunteers** participate in SU Scotland ministry each year. Many more opportunities could be pursued if new volunteers joined the SU Scotland team. We encourage staff to be proactive in communicating volunteer opportunities with others – whether as a minibus driver, a caterer or a volunteer working with young people in a school group, a residential event or in a church-based holiday club.

As a charity, SU Scotland relies on the financial giving of hundreds of individuals from across Scotland and beyond. Each staff member helps to share organisational **financial** needs as well as the needs of their own role to friends, family and church community.

Our support development team help staff by offering training, providing resources when required and creating (for some roles) a personalised leaflet to communicate these aspects of support raising.

For those in frontline ministry roles (national ministry workers, managers), support is given before employment commences, by producing a leaflet and beginning the process of creating a team of supporters who offer prayer and/or financial support.

This area of ministry will be addressed during interview and candidates are encouraged to raise any questions at that point.

Verification of Eligibility to work in the United Kingdom



Validity of Documents

The UK Government requires that employers check the certificates / in-date passports/ immigration or visa documents of their prospective employees. It is crucial that the correct evidence is provided which continues to allow you to work by virtue of status (i.e. your stay is indefinite) or date (the end of your permitted stay has not expired).

1 January to 30th June 2021

If you have indefinite eligibility to work in the UK you must be able to provide all the documents listed in one of the boxes in List A below and, for EEA or Swiss nationals also have pre or full settled status via the EU Settlement Scheme <https://www.gov.uk/settled-status-eu-citizens-families>

If you have time-limited eligibility to work in the UK you must be able to provide all the documents listed in one of the boxes in List B below

After 30 June, 2021

Freedom of movement between the UK and EU has ended and the UK has introduced an immigration system that treats all applicants equally, regardless of where they come from.

If you are not a UK or Irish citizen or have pre or full settled status via the EU Settlement Scheme or have a passport endorsed indefinite leave to remain, we are unable to consider you for employment unless you meet certain requirements and we are in a position to apply for permission first. The requirements are different for each visa and related to the type of work.

Photocopies of your eligibility to work in the UK is required as part of your application for employment with Scripture Union Scotland.

Please note you will be required to bring the original documents with you if you are invited to interview.

List A	
Acceptable documents to establish a continuous statutory excuse	
1.	A passport showing the holder, or a person named in the passport as the child of the holder, is a British citizen or a citizen of the UK and Colonies having the right of abode in the UK.
2.	A passport or national identity card showing the holder, or a person named in the passport as the child of the holder, is a national of a European Economic Area country or Switzerland.
3.	A Registration Certificate or Document Certifying Permanent Residence issued by the Home Office to a national of a European Economic Area country or Switzerland.
4.	A Permanent Residence Card issued by the Home Office to the family member of a national of a European Economic Area country or Switzerland.
5.	A current Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder indicating that the person named is allowed to stay indefinitely in the UK, or has no time limit on their stay in the UK.
6.	A current passport endorsed to show that the holder is exempt from immigration control, is allowed to stay indefinitely in the UK, has the right of abode in the UK, or has no time limit on their stay in the UK.
7.	A current Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the named person is allowed to stay indefinitely in the UK or has no time limit on their stay in the UK, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.
8.	A full birth or adoption certificate issued in the UK which includes the name(s) of at least one of the holder's parents or adoptive parents, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.
9.	A birth or adoption certificate issued in the Channel Islands, the Isle of Man or Ireland, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.
10.	A certificate of registration or naturalisation as a British citizen, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.

List B	
Group 1 – Documents where a time-limited statutory excuse lasts until the expiry date of leave	
1.	A current passport endorsed to show that the holder is allowed to stay in the UK and is currently allowed to do the type of work in question.
2.	A current Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder which indicates that the named person can currently stay in the UK and is allowed to do the work in question.
3.	A current Residence Card (including an Accession Residence Card or a Derivative Residence Card) issued by the Home Office to a non-European Economic Area national who is a family member of a national of a European Economic Area country or Switzerland or who has a derivative right of residence.
4.	A current Immigration Status Document containing a photograph issued by the Home Office to the holder with a valid endorsement indicating that the named person may stay in the UK, and is allowed to do the type of work in question, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.
Group 2 – Documents where a time-limited statutory excuse lasts for 6 months	
1.	A Certificate of Application issued by the Home Office under regulation 17(3) or 18A (2) of the Immigration (European Economic Area) Regulations 2006, to a family member of a national of a European Economic Area country or Switzerland stating that the holder is permitted to take employment which is less than 6 months old together with a Positive Verification Notice from the Home Office Employer Checking Service.
2.	An Application Registration Card issued by the Home Office stating that the holder is permitted to take the employment in question, together with a Positive Verification Notice from the Home Office Employer Checking Service.
3.	A Positive Verification Notice issued by the Home Office Employer Checking Service to the employer or prospective employer, which indicates that the named person may stay in the UK and is permitted to do the work in question.

Update July 2018 re Croatian Nationals

Between 1st July 2013 and 30th June 2018, as European Economic Area nationals, Croatians were able to move and reside freely in the UK. However, unless exempt, Croatian nationals were required to obtain permission to work before starting any employment.

With effect from 1st July 2018 these restrictions have been lifted, therefore Croatian nationals can work in the UK in the same way as a national from another EEA country.

In terms of evidencing right to work, individuals will be able to present the same documentation as other EEA nationals, i.e. passport/national identity card.