

Appointing a worker with children or young people

Youth Workers, Youth and Community Workers and Workers with Children

For many years the Methodist Church has encouraged the ministry of youth workers, youth and community workers and workers with children alongside other ministries in the Church. In these appointments the Methodist Church recognises the need for specific training and experience in the service of young people and provision is made in Standing Order 438A (3) (iiA) for such guidelines to be issued. These are that such workers are employed on nationally recognised terms and conditions agreed by the JNC (Joint Negotiating Committee for Youth and Community Workers). These conditions require that those working with young people are trained at a recognised college, leading to a JNC recognised qualification. There are similar courses available for those wishing to be specifically trained to work with children. Details of these are available from the Connexional Team.

Recommendations for those appointing workers with young people and children

1. Youth and children's work are skilled and specialised jobs. If the worker is appointed to work substantially with young people or children whether in a full-time or part-time post then it is recommended that the appointment be under JNC terms and conditions either with a JNC national qualification or through training

on a course offered through a local Youth Service or similar organisation and recognised by JNC. If the worker is appointed to work substantially with children, whether in a full-time or a part-time post, then it is recommended that the employee has undertaken relevant training in children's work.

2. If it is the intention to appoint an employee whose work will include some youth or children's work, it may not be necessary to require a youth work qualification, especially if another qualification or experience is relevant to the major role as outlined in the job description, but consideration should be given to the abilities and experience required (see also point 5 below).
3. If the employee's work changes so that youth or children's work then becomes the major part of the work, then it is expected that the employee would undertake in-service training so that a JNC qualification or the required equivalent is acquired. The appropriate way to undertake this would be discussed with the employee's supervisor.
4. Within the first month of any appointment the employee must become fully conversant with the policy of the Methodist Church regarding *Safe-guarding Children and Young People* and any other relevant policies in relation to work with children and young people.
5. If the worker is not appointed under JNC terms and conditions or equivalent because the amount of youth work or children's work to be undertaken is minimal then the worker must:
 - ▶ undertake the training scheme, *Core Skills for Children's Work* or other appropriate training courses in relation to Standing Order 660
 - ▶ attend any other appropriate training courses or conferences offered by the Connexional Team.

The employing body

The employing body is responsible for the acceptance, and, where applicable, the accreditation of all workers with children and young people. Every worker (paid or voluntary), would need to obtain an enhanced Criminal Records Bureau Disclosure.

The Connexional Team is pleased to give advice on the appointment and training of workers with young people and children. It actively encourages those appointing the worker to inform the Under 19s Team of the new worker's name and contact details. This will enable the Under 19s Team to develop a support network for workers in this field and to provide updates on resources and training offered by the Methodist Church.

For further information regarding work with the under 19s contact:

- ▶ www.methodistchildren.org.uk
- ▶ www.mayc.info