

**The Organisation:** NISCU is a Christian Charity seeking to communicate the Christian message in schools and the wider community, throughout Cumbria, North Lancashire, and the Craven district of North Yorkshire. It works through seven constituent Area Support Groups and currently employs around 15 schools' workers, and has a large network of volunteers. The organisation is forward looking and committed to excellence, with regular review of operational policies under the leadership of a Senior Management Team. NISCU operates as a charitable company, and as a faith organisation, there is an Occupational Requirement that applicants should be able to signify their agreement with the Basis of Faith.

**Pay Scale:** This is paid monthly according to a salary scale, which is reviewed annually – see job advert for level of pay available for the post. Pay is calculated pro-rata based on the full time annual amounts.

**Hours:** There are no fixed hours as the job demands flexibility. If you are applying for a full time post you will be expected to complete an average of 40 hours per week. For part-time posts the hours are as advertised.

**Availability** is required during school term time with some evenings and weekends. In addition, there may be some residential work and other activities in school holidays, for which additional remuneration is available. Staff are entitled to time off in lieu whenever contracted weekly hours are exceeded.

**Holidays:** 33 days (pro rata if part time) including Bank Holidays, to be taken in school holidays. Some contracts are term time only based on 44 weeks per year (39 term time plus 4 weeks annual leave).

**Benefits:** Retirements Benefits Scheme available by auto-enrolment for all qualifying staff – 6% of gross salary contributed by employer; min. 5% by employee.

**Car:** To carry out the work, a driving licence, and a suitable car with appropriate insurance is essential (including business usage). If a new employee does not own a car, an interest free loan can be provided to enable a purchase to be made, repayable by salary deduction. Business miles are reimbursed at standard Inland Revenue rates, currently 45ppm.

**Employment terms:** Unless otherwise stated on the Area Information, appointments are permanent subject to successful completion of induction and probationary year. In accordance with legislative requirements, all appointments are subject to an Enhanced DBS (with barring lists) check. Some term-time only appointments are available by negotiation, please ask at interview if you would like to explore this option.

