

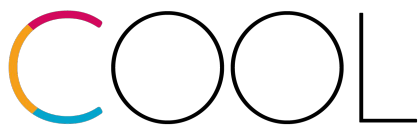
BASIS OF FAITH

(The Evangelical Alliance Basis of Faith is adopted by COOL)

All our members agree that the below statements are true.

WE BELIEVE IN

1. The one true God who lives eternally in three persons – The Father, the Son and the Holy Spirit.
2. The love, grace and sovereignty of God in creating, sustaining, ruling, redeeming and judging the world.
3. The divine inspiration and supreme authority of the Old and New Testament Scriptures, which are the written Word of God – full trustworthy for faith and conduct.
4. 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.
5. The incarnation of God's eternal Son, the Lord Jesus Christ – born of the virgin Mary; truly divine and truly human, yet without sin.
6. 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.
7. 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.
8. The justification of sinners solely by the grace of God through faith in Christ.
9. 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.
10. 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.
11. 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.



ETHOS STATEMENT

(The SU Scotland Ethos Statement is adopted by COOL)

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

Verification of Eligibility to work in the UK

Every employer in the UK is required by Government legislation (Section 8 of the Asylum and Immigration Act 1996 and associated) to make basic document checks on every person they intend to employ. By making these checks, employers can be sure they will not break the law by employing illegal workers.

The types of documents which require to be checked are for three key reasons:

- to make it harder for people who do not have permission to work in the United Kingdom to obtain work by using forged or false documents;
- to make it easier for employers to ensure that they employ people who are legally permitted to work in the United Kingdom;
- to strengthen the Government's controls on tackling illegal working by making it easier for the United Kingdom Immigration Service to take action against employers who deliberately use illegal labour.

To comply with this legislation, every new potential employee must provide proof of their eligibility to work in the UK. This proof can be either a photocopy of **one** of the documents in **List 1** (attached) or photocopies of **two** of the combinations of documents given in **List 2** (attached).

Please note: If you are selected for interview you will be required to bring the **original** documents with you.

List 1

Any **one** of the following documents:

- A passport showing that the holder is a British citizen, or has a right of abode in the United Kingdom.
- A document showing that the holder is a national of a European Economic Area country or Switzerland. This must be a national passport or national identity card **and** has before 30 June 2021 a pre or full settled status (verification code will be required for checking)
- A residence permit issued by the Home Office to a national from a European Economic Area country or Switzerland. **and** has before 30 June 2021 a pre or full settled status (verification code will be required for checking)
- A passport or other document issued by the Home Office which has an endorsement stating that the holder has a current right of residence in the United Kingdom as the family member of a national from a European Economic Area country or Switzerland who is resident in the United Kingdom **and** has before 30 June 2021 a pre or full settled status (verification code will be required for checking)
- A passport or other travel document endorsed to show that the holder can stay indefinitely in the United Kingdom, or has no time limit on their stay.
- A passport or other travel document endorsed to show that the holder can stay in the United Kingdom; and that this endorsement allows the holder to do the type of work you are offering if they do not have a work permit.
- An Application Registration Card issued by the Home Office to an asylum seeker stating that the holder is permitted to take employment.

List 2

Any **two** of the following combinations of documents:

First combination

- A** A document giving the person's permanent National Insurance Number and name. This could be a: P45, P60, National Insurance card, or a letter from a Government agency.

Plus one of the following documents listed in sections B-H:

- B** A full birth certificate issued in the United Kingdom, which includes the names of the holder's parents; OR
- C** A birth certificate issued in the Channel Islands, the Isle of Man or Ireland; OR
- D** A certificate of registration or naturalisation stating that the holder is a British citizen; OR
- E** A letter issued by the Home Office to the holder which indicates that the person named in it can stay indefinitely in the United Kingdom, or has no time limit on their stay; OR
- F** An Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the person named in it can stay indefinitely in the United Kingdom, or has no time limit on their stay;
- G** A letter issued by the Home Office to the holder which indicates that the person named in it can stay in the United Kingdom, **and** this allows them to do the type of work you are offering; OR
- H** An Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the person named in it can stay in the United Kingdom, **and** this allows them to do the type of work you are offering.

Second combination

- A** A work permit or other approval to take employment that has been issued by Work Permits UK.

Along with a document issued by Work Permits UK, you should also check and copy one of the following documents listed at B-C below:

- B** A passport or other travel document endorsed to show that the holder is able to stay in the United Kingdom and can take the work permit employment in question; OR
- C** A letter issued by the Home Office to the holder confirming that the person named in it is able to stay in the United Kingdom and can take the work permit employment in question.