



Hello from Amaze!

Summer is here (apparently) and long have we waited!

With a new coalition government in place currently reviewing tabled legislation we don't quite know where we stand. For example just today, whilst writing this, we heard that the Independent Safeguarding Authority Vetting and Barring Scheme had been shelved. Some commentators suggest the legislative lay of the land will not change radically over the next 5 years, but questions still remain of pending legislation. More on that as it becomes clear.

**Leon Coates,
Executive Officer**

Safe and Secure DVD

This DVD is a ground-breaking docu-drama style presentation provided by the Churches Child Protection Advisory Service (CCPAS). The story follows two disclosures of abuse, one of which was handled badly and the other handled well. It presents the 10 CCPAS faith group principles of safeguarding in clear, logical steps which can be understood by any audience. The total running time is 52 minutes. Visit www.ccpas.co.uk for more details.

Amaze Membership benefit: Key Travel

We have been looking at whether or not using this travel management consultancy will be of use to members. At present they don't provide charity fares for rail travel but this is something they are looking at. In the mean time you may find their services useful, particularly if you want to book travel on account rather than by reimbursement of expenses.

Why use Key Travel?

With the abundance of online travel booking options available it can sometimes be difficult to see the value and purpose of booking via a Travel Management Company (TMC). Well here are a few reasons why, if you're an organisation operating in the not-for-profit sector, Key Travel are the natural choice.

Trust

We're not an anonymous website or global corporate organisation, we are an independent TMC specialising in the not-for-profit sector. We've been exclusively serving the sector for nearly 30 years, so you can rest assured that your travel programme is in safe hands.

Value for money

We will present you with all options for your journey, inform you of special offers, and give you access to the widest collection of specially negotiated fares and conditions for the not-for-profit sector.

Personal advice and maximum choice

Our job is to make sure you get where you need to go, at the best price, and in the best way possible. Our reservations consultants receive extensive and on going training equipping them with the knowledge to help you with even the most complicated of itineraries! Through dedicated teams, we get to know the individual needs of your organisation, and what you value in your travel experience. We provide you with a wide variety of travel options and quotes from competing travel suppliers. We're experts in the variety of products available within the market place and helping you to take full advantage of them. We work for you, not the travel supplier.

All in one place, saving you time and money

As a full service TMC we'll save you time and money by handling every aspect of your trip, from air tickets to car rental, and accommodation to visa lodging. We know where to access relevant information and can seamlessly deliver your travel options, allowing you to make better use of your time.

24 hour support

Experiencing problems during your trip? Key Travel has a dedicated Customer Service Team that will assist and support you in resolving any issues you may encounter from the moment your trip is confirmed. What's more we provide a 24 hour emergency service that is not outsourced* meaning that wherever you are, help is only a phone call away and you can rest assured that you will speak to the same knowledgeable and experienced consultants that you speak to during office hours.

Dedicated Account Manager

With Key Travel you get a dedicated Account Manager to assist and consult on any aspect of your travel programme, from policy development and risk management, to budget maximisation, carbon reduction and training.

Credit facility and Reporting

Central invoicing and management information saves you the time and hassle of processing individual expense claims and lets you keep a close eye on your travel budget and trends.

Fully bonded TMC

Key Travel is a bonded member of ABTA, IATA, ATOL and the GTMC, so booking with us means your money is protected should an airline fail. We also include Scheduled Airline Failure Cover on all applicable flight bookings, at no cost to you.

For more information on Key Travel and their services, please contact them on +44 (0) 20 7843 9660 (UK), +32 (0) 2 627 5300 (Brussels) or tellmemore@keytravel.com www.keytravel.com

BOOK WORM CORNER

Over 50 encounters with young people at risk

A practical resource for youth workers

Dave Wiles

Chief executive, Frontier Youth Trust

Foreword by Adrian and Bridget Plass



“Stories from the Edge shows us where God’s Kingdom can truly be found ... This is invaluable for those who are engaged in ‘frontier’ youth work.” - Nick Shepherd, Centre for Youth Ministry

These true stories are instructive, inspiring, arresting and shocking. Meet the 16-year-old on probation, who is on suicide watch; mediate between a rebellious youngster and his too-strict dad; listen to a 21-year-old girl, with two children in care, who works the street to pay for the heroin her father deals. Each chapter follows a particular theme, such as ‘Dads and Lads’ or ‘Youth Culture and Gangs’, and ends with points for discussion.

“Thank God for Dave Wiles, a bruised human being who understands through troubles in his own life and through his involvement in the battered lives of others, that Christianity is a messy business.” – Adrian and Bridget Plass, in their foreword

“Dave not only practises what he talks about, his own story shows the impact that can be made. A moving, challenging and motivating read.” - Tim Evans, Worth Unlimited

“Be warned - this book doesn’t hold back; it is not a gentle read! Instead, it is full of tough stories and the reality of the lives of young people on the edge. The brilliance of the book is in the questions - challenging the assumptions we have when working with young people and encouraging us to be people of grace and hope.” - Jill Rowe, Oasis

“An amazing collection of stories ... A refreshingly honest and down to earth read for anyone who shares Jesus’ heart for people on the margins.” - Gavin Calver, Youth for Christ

“Everyone loves a good story and this book is packed with them - stories that challenge, inspire, shock and pull the rug from under your feet. It had me gripped.” - Jonny Baker, Church Mission Society

Dave Wiles is Chief Executive and Team Leader for Frontier Youth Trust.

Illustrated by Jon Birch, www.asbojesus.wordpress.com

Available from: Frontier Youth Trust, Unit 306f, The Big Peg, 120 Vyse Street, Jewellery Quarter, Birmingham, B18 6NF, Tel: 0121 687 3505 or e-mail frontier@fyt.org.uk, or via www.fyt.org.uk

Gap year opportunities

There are many gap year opportunities to take advantage of, here is a new one we came across

Gap Year Student Placements 2010-2011 PERFORMING ARTS (theatre/physical theatre)

PIVOTPOINT
contemporary theatre arts and professional development

PivotPoint Theatre Ensemble is a new professional Theatre company based in Oxfordshire. It’s mandate is to be an ‘ambassador’, bridging the Church and local Community through professional level, original, dynamic and relevant theatre arts productions, and to work in partnership with existing community and church projects.

Places are open to people over 17 who wish to gain practical experience and professional training before entering theatre school, university courses, or for anyone wishing to seek God as to whether their calling is in the area of theatre/performing arts

CONTENT INVOLVES

- Theatre training incl.
 - creating a character
 - motivation/emotion/senses, using imagination
 - physicality/gesture, physical theatre
 - understanding and using text
 - monologues/story-telling/soliloquies
 - learn to improvise with fun - and without fear!
 - find and develop your voice
- who do you think you are? (personality profiling) - find out who you are, what makes you tick and your strengths/weaknesses (certified Coach - no tests involved!)
- could/should I make a career out of theatre? career and vocational advice (certified Coach)
- involvement with a professional theatre company (hands on experience and some performance opportunities)
- personal mentoring

You will receive teaching or mentoring on Biblical and Kingdom principles as related to the performing arts and theatre such as:

- Theatre and the Bible – the actor as prophet and intercessor
- God’s Design in you – for what purpose?
- Calling or career – what’s the difference?
- What is a professional?
- How do I do that? Performing or acting without losing your Christian integrity.
- ‘Hot topics’ (challenging issues for Christians in the arts)

... and much more

THE TUTORS

The Directors and primary tutors of PivotPoint are Danny and Mary Scott, who trained professionally in Mime, Theatre, Dance and Physical Theatre, and have many year’s experience of not only professional practice (performing, directing, devising and coaching) but also of running a performing company, mentoring and educating, lecturing and bible-based teaching. In addition to professional artistic training they received personal mentoring and training under the Directors of Youth with a Mission in Canada, 1990-1995.

CONTACT

Please contact us via the number below or mary@pivotpoint.org.uk.

DEADLINE FOR APPLICATIONS IS 30 JUNE 2010.

amaze

Tel: 07719 760 924

www.pivotpoint.org.uk

Phoenix PERFORMING ARTS TRUST
Registered Charity No. 803728 Oxfordshire

Dear Sue

A regular feature where you can ask employment expert Sue your tough questions

Dear Sue

I've been told my post is being made redundant.

What should I expect to happen?

Sue says - Your employer must act in a spirit of trust and confidence, even if they think they may need to terminate your employment. The regulations around redundancy are designed to ensure that staff at risk of redundancy are consulted and that alternatives are considered.

When an employer starts to think about redundancy, perhaps because it is running out of money for example, they need to consult with you about possible options, including redundancy, and seek your opinion. Just because you disagree with redundancy as the way forward does not mean they can't do it, but they must consider alternatives and have a good reason why they don't take other courses of action. Alternatives to redundancy might be:

- Part time working
- Increase funding / find alternative sources
- Pay cut
- Sabbatical / unpaid leave for a period
- Partner with other churches to share the cost and provide youth work across them

Once alternatives have been considered, if redundancy is still decided, then you should be notified and be given an opportunity to appeal this decision. Once any appeals have been heard or the decision is accepted then you should be given at least the notice period stated in your contract. Further support should be given in terms of time off for interviews, and appropriate help to find alternative employment or training. Additionally, for length of service of 2 or more years there will be an element of redundancy pay which varies according to age and years service.

Whilst redundancy can be a difficult period, often individuals find themselves in a better place as it sometimes gives the incentive to look for new opportunities that you wouldn't otherwise consider.

Dear Sue

How do I complete a Risk Assessment for health and safety purposes?

Sue says-The Health and Safety Executive have some good tools on their website that can help you through the process of conducting risk assessments.

A risk assessment is simply a careful examination of what, in your work, could cause harm to people, so that you can weigh up whether you have taken enough precautions or should do more to prevent harm. Workers and others have a right to be protected from harm caused by a failure to take reasonable control measures.

Accidents and ill health can ruin lives and affect your ministry if people are injured they can lose trust. This will also increase your insurance costs and you may have to go to court. You are legally required to assess the risks in your workplace so you must put plans in place to control risks.

The law does not expect you to eliminate all risk, but you are required to protect people as far as is 'reasonably practicable'.

The Health and Safety Executive suggests you:

1. Identify the hazards
 2. Decide who might be harmed and how
 3. Evaluate the risks and decide on precaution
 4. Record your findings and implement them
 5. Review your assessment and update if necessary
- Don't overcomplicate the process. In many organisations, the risks are well known and the necessary control measures are easy to apply. You probably already know whether, for example, you have employees who move heavy loads and so could harm their backs, or where people are most likely to slip or trip. If so, check that you have taken reasonable precautions to avoid injury.

If you run a small organisation and you are confident you understand what's involved, you can do the assessment yourself. You don't have to be a health and safety expert.

Visit <http://www.hse.gov.uk/risk/guidance.htm> for more details.

Introducing Jesus to a new generation

CHRISTIANITY
EXPLORED

Soul is the superb new DVD from *Christianity Explored*, containing 7 compelling episodes which take people through Mark's Gospel. £20

"Soul is clearly written, well presented and brilliantly shot. It's a cracking resource to help young people engage their mates with the gospel."

Dave Fenton, Director of Keswick Youth

For more information and to see the Soul trailer visit:
www.thegoodbook.co.uk/soul

THE
GoodBook
COMPANY



Legal Update

Independent Safeguarding Authority (ISA)

Breaking news as this newsletter is being written (or rewritten I should say!) is that the new government has decided to scrap the Vetting and Barring Scheme! This means you will not have to register individuals conducting regulated activity with your organisation. You should still continue with CRB checks and the Independent Safeguarding Authority will continue to make decisions about barring individuals from working in regulated activity. The changes to legislation in October 2009 will still apply. This means:

An organisation which knowingly employs someone who is barred to work with those groups will also be breaking the law.

If your organisation works with children or vulnerable adults and you dismiss a member of staff or a volunteer because they have harmed a child or vulnerable adult, or you would have done so if they had not left, you must tell the Independent Safeguarding Authority

Guidance on how to tell ISA is available here: <http://www.isa.gov.org.uk/Default.aspx?page=379>

What licences do I need?

With the summer nearly upon us all members need to be aware as to what licences they need to cover music being played on site, showing films and film clips and using Christian music on screen etc... There have been a number of recent prosecutions of charities breaching the public broadcast of music at gyms, health clubs etc...

For films check out: MPLC www.themplc.co.uk
For Christian music check out: CCLI www.ccli.co.uk
For public use of music check out: PRS www.prsformusic.com

Stay legal!

Guidance for charity trustee recruitment

A new section of the NCVO website has a useful set of ideas and guidance on recruiting trustees. Worth passing on to your own trustees if you are a charity. Go to: <http://www.ncvo-vol.org.uk/trusteerecruitmentforsmallorganisations> for more information.
If you need further information on any of the above, or other matters of legislation please contact us.



About Amaze

AMAZE MEMBERSHIP DETAILS:

GROUP MEMBERSHIP

Annual Fee: £200 (£16.67 mthly)

Benefits include:

- Employment Manual
- Best Practice Manual
- 7 logins for our website resources
- Telephone and email support for employment and best practice matters
- Employment mediation support
- Free assessment for The National Charter for Church Youth Workers (www.weloveouryouthworker.org.uk)
- Regular newsletters and email updates
- 10% discount on further Amaze resources and training

INDIVIDUAL MEMBERSHIP

Annual Fee: £85 (£7.08 mthly)

Benefits include:

- Best Practice Manual
- login for our website resources
- Telephone and email support for best practice matters and personal employment advice
- Support for discipline and grievance matters
- Regular newsletters and email updates
- 10% discount on further Amaze resources and training

AMAZELITE MEMBERSHIP

Benefit:

- Email copy of our regular newsletters and updates

THIRD PARTY BENEFITS OF ALL THE ABOVE MEMBERSHIP TYPES

- 50% discount on shared webhosting plans
- 40% discount on ESET antivirus
- 20% discount on all titles at www.albanbooks.com
- 10% discount from Christian Camping International (CCI) on membership, Checklists and Key Resource Sheets.
- Discount at www.crossroadsretreats.co.uk

VACANCIES

Don't forget you can place vacancy details on our website for free, forward them to admin@amaze.org.uk. Currently this is what we have:

- Youth Worker, Wesley Methodist, Leigh on Sea, Essex
- Youth Worker, Falmouth & Gwennap Methodist Circuit
- InspYre Youth Work Project, Ecclesall, Sheffield

TRAINING

As well as our 2 prepared courses (Employing Youth and Children's Workers or Safeguarding Children and Managing Volunteers) we can also provide training on all issues covered in our manuals, contact us for details.

FEEDBACK, COMMENTS, SUGGESTIONS

If you have any ideas about how Amaze can better support you in your ministry please let us know, we are particularly interested to hear about new benefits to membership you might like to see.

Amaze Resources



EMPLOYMENT MANUAL

COST

Member - £40.50

NonMember - £45

This useful manual is designed to help you through the complicated process of employing a youth and children's worker. It also includes information and advice relating to the recruitment of volunteers. Ideal for use by a local church or smaller organisation, it comes complete with copyright free sheets and key information.



BEST PRACTICE MANUAL

COST

Member - £40.50

NonMember - £45

A comprehensive manual with 19 chapters guiding youth workers through the technicalities and legal requirements affecting youth and children's work. This manual is fast becoming an invaluable resource for many people in this sector.

MANUALS ON 1GB USB STICK

COST

Both manuals £49.50 (£55)

Employment £27 (£30)

Best Practice £27 (£30)



On 1 GB USB Memory Stick the manuals come with all the forms and templates in a format you can edit, print and save.



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