



Wellspring Settlement JOB DESCRIPTION

Job Title: Youth Worker

Salary: Scale E pts 22-25 £22,364 – £24,526 per annum pro rata (successful applicants start at the bottom of the scale)

Contract Term: Permanent. 17.5 hours. Deliver 3+ sessions weekly (evening and weekend working will be required).

Responsible to: Youth Worker Coordinator

Management responsibility: none

Holiday: 5 weeks (pro rata) per year plus all bank holidays

Pension: Employees will be enrolled into the workplace pension if eligible.

This post is subject to a satisfactory enhanced DBS check

Purpose of the job:

Youth Workers pro-actively engage with children and young people in a variety of settings, by forging links in the heart of their communities. They encourage and support young people to increase self-esteem, improve communication skills, acquire new skills and knowledge, make healthy lifestyle choices, understand their rights and choices, develop and maintain positive social and family relationships and not engage in risky, anti-social or criminal behaviour. Through the delivery of a variety of sessions which may include sessions in the Swan and detached work, our Youth Workers will become the trusted adults these young people can depend on, to ensure all of them can seize their true potential.

We seek youth workers that have the purpose to improve social connections and confidence in young people by co-developing and co-initiating a brand new youth space at the former local pub The Swan, recently acquired through community ownership into a youth and community space.

Key Tasks and Responsibilities:

1. In partnership with other Wellspring Settlement staff and staff of other local organisations, deliver at least 3 youth sessions per week, a mixture of centre-based and
2. Provide young people from 12 to 17 years with appropriate information, advice, support and challenge, actively advocating for their best interests and refer them to specialist help when required;
3. Plan and deliver engaging needs led activities and programs that promote personal growth and development.
4. Provide a range of ways for young people to have their say in developing, delivering, and evaluating services so that they are accessible, attractive and relevant for them.
5. Ensure the setting is welcoming to all and activities are fully inclusive and culturally sensitive to young people's needs.
6. Ensure accurate risk assessments and safety practices are in place for both on-site and off-site activities.
7. Ensure effective planning, evaluation and record keeping of individual children and young people to record progress and identify individual needs and support required.
8. Maintain updated secure records in the Wellspring Settlement data management System to track individual progress, case studies and for reporting purposes. Training will be provided for that purpose.
9. Participate and ensure effective communication links are developed and maintained with all partners and attend local network meetings.

General Duties

1. To prepare, attend and actively participate in monthly supervision sessions including engaging in the monitoring and review of performance targets.
2. To work within the policies and procedures of Wellspring Settlement and attend appropriate team meetings, training events and staff development days.
3. To communicate with staff, volunteers, service users and partners in a positive and effective manner.
4. At all times to work within and actively promote the equal opportunities policy of the Settlement.
5. At all times to be aware of the health and safety of colleagues, users, local people and self and to work within the health and safety policies of the Settlement.
6. Work flexibly in terms of responsibilities and working hours as required or directed, including occasional weekend work, carrying out any duties as they arise which are consistent with the general character of the post.

POST**Person Specification**

Applicants must demonstrate that they have the essential criteria in order to be shortlisted for interview. Your application must show, in detail, how you meet the following essential criteria. It would also be useful to add, in addition, details of how you meet any desirable criteria that may be listed.

We encourage you to apply, even if you do not meet every requirement. Research shows that women and minority groups are less likely to apply to jobs unless they meet every single qualification. Your unique perspective is valuable to us. Your skills, attitude and perspective could be exactly what we are looking for!

	ESSENTIAL	DESIRABLE
Qualifications and/or Experience	<p>Ability to build positive, impactful relationships with children and young people and respond to their needs.</p> <p>Ability to engage and communicate, effectively with children and young people, parents, teachers, managers and other professionals.</p> <p>Commitment to continuous professional development and willingness to undertake training as may be required</p>	<p>Experience of working in a related role with children and young people at a commensurate level of responsibility.</p> <p>Safeguarding certificate</p>
Knowledge and Commitment to Learning	<p>Knowledge and understanding of the effect of social and economic disadvantage on local young people.</p> <p>Ability to effectively deal with challenging and confrontational situations</p>	

Skills and Abilities	<p>Ability to problem-solve, innovate, plan, organise, overcome barriers, and implement solutions effectively.</p> <p>Ability to manage a small case load (3-5 young people) achieve targets and evaluate outcomes</p> <p>Ability to run and deliver activities for young people young people responding to their needs and interests.</p> <p>Candidates should have experience of using a variety of information technology i.e. Microsoft Office and the ability to maintain accurate and detailed records in a case management system or database e.g. FOCUS</p> <p>A good level of spoken and written English</p>	<p>Experience of community work/working with vulnerable young people and disadvantaged communities.</p> <p>Understanding of safeguarding children and young people</p> <p>Experience of writing risk assessments</p>
Equality and Diversity	<p>Be culturally competent and prepared to champion and promote equality of opportunity, discrimination and stereotypical behaviours</p> <p>Ability to work effectively with all young people from a diverse range of backgrounds.</p>	
Circumstance	<p>Willingness to travel to and work from locations outside the normal work base as may be required.</p>	
Attitudes/Personal Characteristics	<p>A positive and enthusiastic attitude, self-motivated to grow and learn.</p> <p>Thriving in teamwork, collaboration and partnership working</p>	