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The Cornerstone Building, Sulyard Street, Lancaster, LA1 1PX

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| **Post:** Youth Support Worker – part time  |
| **Reporting to:** Project Co-ordinator  |
| **Hours:** 12 per week |
| **Days:** Mondays, Tuesdays, Wednesdays with some Thursdays and occasional weekends (for additional payment - open to agreement on confirmation of post). |
| **Renumeration:** £10.50 P/H |
| **Contract length:** 12 months with aspiration to extend for further two years |

Introduction to Lancashire Youth Challenge

Lancashire Youth Challenge nurtures, supports, and challenges young people living in North Lancashire to overcome barriers and obstacles to achieve personal success. At the heart of our ethos is the belief that everybody can achieve personal success and gain new skills when given an equitable opportunity, meaningful encouragement, and access to high-quality provision.

Lancashire Youth Challenge has a small team of two full-time staff members but is supported by a number of exceptionally, skilled, hard-working sessional practitioners, and dedicated volunteers. In 2021 Lancashire Youth Challenge was honoured to receive the prestigious Queen’s Award for Voluntary Service.

The young people we work with are dealing with significant personal challenges, whether these relate to managing their mental health, coping with trauma, family breakdown, youth offending, housing poverty and/or family pressures. Our programme of regular physical fitness training, mindfulness & wellbeing, cultural and creative activity, peer mentor training and personal coaching/mentoring programme along with our ambitious annual challenge ensures that every one of our participants can gain new skills, build confidence, and achieve their own goals. These are key to building resilience and enable young people to feel optimistic and capable of entering training, further education, and employment to craft the lives they wish to lead.

Our core programme offers regular physical fitness training, wellbeing and life skills sessions, cultural and creative activity, community impact projects, a bespoke 1-1 personal development programme and outdoor challenges as vehicles for empowering young people to gain new skills, achieve goals and make meaningful change in their lives.

Job Summary

Following the securement of funding for the next three years, Lancashire Youth Challenge is in an exciting period of development and is looking to grow its small team to be able to deliver more projects across Lancashire. Therefore, we are looking to recruit a youth support worker to join us on a part time basis of 12 hours per week to help with the delivery of our core programme across Lancaster and Morecambe.

We are seeking an individual who is supportive, caring, and passionate about working with young people to join our team in the facilitation of weekly sessions in the evenings. This person will have experience of working with young people and be able to develop great rapport, based on trust and respect, enabling young people to develop a positive sense of self and identity as they move through the programme.

The role will involve planning and co-facilitating delivery of our weekly Fitness and Physical Well-being programme, our Emotional Well-being and Life skills programme, as well as leading on our Coaching and Mentoring programme and Youth Advisory Groups. These sessions will take place in the evenings between 1600-2000 on Mondays, Tuesdays and Wednesdays and some Thursdays (open to agreement on confirmation of post). The youth support worker will be given the optional opportunity to join the team on occasional weekend trips/residentials, however this is not an obligatory part of the role.

The selected candidate will be on hand to offer pastoral support during sessions, nurturing a safe environment in which all young people feel heard and respected, while working in line with Lancashire Youth Challenge’s policies and procedures. They will have excellent skills at creating cohesion within groups of young people, allowing for newly referred young people to feel included and part of the existing team as well as being able to engage with young people on a 1-1 basis in a meaningful and open manner. We are looking for the candidate to be able to join us on a long-term basis, developing the trust and confidence of the young participants on the programme and with the potential for growth in the scope of the role in the future.

Duties and responsibilities

* Access internal and external safeguarding training prior to starting the post
* Working alongside the Project Co-ordinator, and our other partners, to help plan and facilitate our weekly delivery of sessions in the evenings from 1600-2000 in relation to physical fitness and well-being, emotional well-being and life-skills, youth advisory and portfolio development sessions.
* Ensure written parental and guardian consent is obtained for all sessions delivered.
* Liaise with parents/guardians and caregivers to support young people to attend sessions.
* Organising travel, where appropriate, for young people to access sessions.
* Keeping up to date registers of all young people in attendance at sessions for monitoring and reporting purposes.
* Communicating on a regular basis with the Project Co-ordinator to relay progress in sessions and any safeguarding concerns.
* Mentor young people on the programme in a 1-1 capacity, supporting them to complete elements of their personal development portfolio.
* Taking responsibility for young people’s safety and welfare while in our sessions.
* Take all reasonable steps to identify and mitigate risk.
* Documenting the distance of travel of our young people by capturing anecdotal evidence of progression made/positive outcomes
* Capturing photos and videos of sessions (in line with our safeguarding policy), for promotion on our social media platforms and to be shared with funders.
* Attending quarterly supervisions with a line manager at Lancashire Youth Challenge.

Person Specification

Essential:

* A passion for working with young people and an understanding of the complexities they face in today’s world.
* Experience working with young people aged 13-21 with additional support needs
* Able to work flexible evenings and some weekends
* Experience working with young people in both group and 1-1 sessions, with the ability to provide consistent and reliable support in times of need.
* Understanding of the importance of outcome focused delivery and evaluation of projects to achieve the best possible level of service.
* Experience and understanding of safeguarding procedures within a youth work setting.
* Ability to treat issues raised by young people with respect, tact and sensitivity while also understanding the constraints of confidentiality that govern a young person/youth worker relationship.
* Knowledgeable of the needs of young people, allowing for the development of rapport based on respect and trust.
* Approachable, with fantastic interpersonal skills, being able to establish and maintain meaningful and long-standing professional relationships with young people.
* Able to establish boundaries and challenge inappropriate behaviour.
* Understanding of equal opportunities and anti-discriminatory practice and their importance when working with young people.
* Patient, charismatic and dependable

Desirable:

* Professional qualifications in youth and community work
* Driving licence and vehicle
* Experience working within youth and community settings

Please note, this job is subject to a Disclosure and Barring Service (DBS) check at an enhanced level with Barred List(s).

We encourage people from all sections of our community to apply for jobs with us. We particularly welcome Black, Asian and Minority Ethnic, disabled, female and trans applicants because these groups are currently under-represented in our workforce.

All applicants should email sam.duckles@lancashireyouthchallenge.co.uk with a letter of application, or a short video or audio file, addressing how they meet the person specification, along with a CV, before 1600 on Wednesday 27th April 2022. Successful applicants will be offered an interview in the week commencing 2nd May 2022.