



Dear Friend

Re: Vacancies for 2 Part Time Youth Workers – South West London

Thank you for your interest in e:merge and the above posts. I have pleasure in enclosing the following information;

- 1) Application form
- 2) Job description and Personal specification
- 3) Equal Opportunities Monitoring Form
- 4) Background Information sheet

If you intend to apply you are welcome to visit e:merge or have a phone conversation to find out more about us and this post. If you would like to arrange a visit or have an information conversation about the role, please contact Kafui Brese on 07528 065764 or kafuib@emergeonline.org.uk

The closing date for all applications is **5pm on Wednesday 18th April 2018**. Please return the completed Application Form and Equal Opportunities Monitoring Form by this date to justinc@emergeonline.org.uk

For shortlisted applicants interviews will be held on Thursday 26th and Friday 27th April

Kind regards

Andy Sykes
CEO



South West London Youth Worker Roles – Background Information, March 18

e:merge is a young people’s charity that has delivered youth work for over 20 years in the most segregated, deprived and broken wards of Bradford and in South West London for the last 4 years. We are passionate about seeing the lives of young people and communities transformed through working “at home, in schools and on the streets” – seeing a greater impact within the lives of young people when we meet them in multiple settings.

In 2012 Kerry Astin started FAST, a young people’s project on the Patmore Estate, South West London, as a heartfelt response to the need she had experienced through her work in that community. Her compassion for the young people and their situations inspired action. Gang violence, disproportionate levels of poverty and an air of hopelessness motivated her to take a courageous step of faith. Kerry set up a charity and began to champion and inspire those young people with a similar approach to e:merge.

e:merge and FAST believe in the same thing, share the same motivation and approach to young people, and the same desire to make a difference. On the 1st April 2015 the two organisations merged, making FAST a part of e:merge. As a result FAST is able to benefit from the strength of a larger and more established organisation, whilst e:merge is able to enhance its services and increase its voice for young people.

Over the past year the vision for e:merge’s work within London has developed to the point where our work on the Patmore Estate is growing, and these part time youth worker posts are crucial to our continued development and the growth of young people. We want to see our offer to young people developed and expanded, and as this grows and funding increases, we hope that these roles will grow too

We are looking for mission minded individuals who are passionate about transforming communities and the lives of some of the most disadvantaged young people in England. They will drive forward the development of new pieces of youth work and engage with staff and volunteers to support this.

It is an exciting time to work with e:merge as we develop our work in South West London and while we explore and develop working in other towns and cities too. If you would like to join us in our mission to transform lives and communities, then please apply for this post.

18 Pawson Street, Bradford, BD4 8BY

(t) 01274 660244; www.emergeonline.org.uk

e:merge UK Co Ltd. Company. Number: 5296407 Charity Number : 1152146



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JOB DESCRIPTION – PART TIME YOUTH WORKER
PATMORE, SW LONDON

Post Title:	Youth Worker
Responsible to:	Patmore Hub Leader
Salary:	£20,168 - £22,267 FTE (inc. London Allowance) Band 3.16 to 3.20
Section:	FAST, South West London
Length of Contract:	12 Months
Hours per week:	Flexible – 2 roles available of between 8 and 25 hours per week
Annual Leave:	25 days (pro rata)

Overview

We are looking for two part time youth workers to lead work with young people in Patmore, SW London. We are flexible about the size of the two roles and will agree these after interview based on the gifts and skills of those who are successful. When applying, please make sure to complete the question on the form about preference or limits to the role you would like.

1. PURPOSE OF POST

- To deliver and be jointly responsible for a diverse programme of youth work activities to engage with young people within e:merge – taking a lead role where relevant. This will include: Drop-ins, small group work, detached work, one to one coaching, sports activities, schools work, community events and holiday activities.
- Establish positive and meaningful relationships with young people which support and encourage individuals within their community, family and school.
- To create and lead projects in at least one of sports, music or the creative arts to engage and develop young people in the local community and increase the range and size of our work. To recruit and manage volunteers to support this project.
- Be a reflective practitioner, committed to the youth work principles of on-going learning and critical reflection and take part in training where necessary.
- To constantly look to the needs of young people and communities and seek to address them through the use of e:merge services in partnership with other like-minded organisations

2. KEY DUTIES AND RESPONSIBILITIES

➤ Youth work & training

- Be present at and contribute towards, a high quality level of delivery at the sessions within your timetable
- Work with your line manager and other staff to plan and develop programmes of youth work to meet the needs of young people, focussing strongly on building positive relationships with young people.
- To take responsibility for the delivery of programmes and sessions as relevant to your role, including planning, delegating and overseeing others within the session.
- Support the wider work of e:merge by contributing to the delivery of a wider range of youth work across the organisation “at home, on the streets and in schools”.
- To work towards the goal of integrating young people into the core e:merge community, working with the same individuals in a variety of contexts to better the chances of inspiring them to improve their lives.
- To love, work with and inspire young people in whom society has lost hope.
- Keep logs of incidents and play a full part in session debriefs
- Understand and work within all relevant policies & procedures.

➤ Relationships with Young People

- Build and maintain positive and significant relationships with young people in a safe and appropriate manner
- Support and encourage young people within schools, communities and their family situations where appropriate
- As and when appropriate focus on provision for young people’s well being
- Include young people in the development of work

➤ Networking

- Develop effective links within and knowledge of the community to enable positive partnerships and joined up working.
- Promote and signpost (where appropriate) the training and education opportunities for young people which we and other organisations provide.

➤ Staff Training

- Maintain a Personal Development Plan, developed in conjunction with your Line Manager and Training Officer exploring relevant training opportunities.
- Attend in house staff training as provided by e:merge, some of which may be in or around Bradford

- **Co-ordination**
 - Co-ordinate with your supervisor re: annual leave; training opportunities, programmes, targets, etc.
 - Ensure that all volunteers and workers involved in your work are aware of safe working procedures, and contribute to positive work with young people.

- **Policies and Procedures**
 - Work within all the policies, including Equal Opportunities, Health and Safety, Child Protection and Behaviour policies
 - Perform necessary risk assessments for all activities and residentials to be undertaken through your work

- **Team**
 - Will be required to work flexibly, as part of a team.
 - All members of staff are expected to take an active part in regular team meetings and be involved in general development.
 - Attend staff away days and retreats as they arise – usually 2 days including overnight stay.

- **Supervision**
 - Meet with your line manager regularly to discuss the development of the programme and your own personal development as a youth worker.

- **General**
 - Other occasional duties as agreed with your line manager and others in leadership roles.

- **CONTACTS**
 - Young people
 - Community organisations and schools
 - Churches
 - Families of Young people
 - Other youth agencies
 - Statutory services

- **RELATIONSHIPS TO OTHER POSTS WITHIN THE ORGANISATION**
 - Responsible for: Volunteers that might assist
 - Responsible to: Line Manager

- **LEVEL OF CONTACT WITH CHILDREN & YOUNG PEOPLE**
 - Candidates applying for this post will be subject to e:merge’s child protection recruitment procedures and checks, including an enhanced DBS check.

Person Specification

In our communities fear, distrust, misunderstanding and prejudice are widespread amongst our young people and they need good role-models. The post holder needs to work hard to develop relationships of trust and show a level of 'transparency' in their relationships. Must also have a strong sense of personal integrity and be of exceptional character.

Education/ Qualifications

- Relevant formal qualifications for work with youth and young adults, and vocational skills and knowledge or relevant experience working towards formal qualification.

Experience

- Two year's youth work experience either paid or voluntary
- Experience of working with hard-to-reach groups
- A knowledge of working with young people in gangs
- Ability to understand issues young people and deprived communities face, including experience of working with young people and/or families from chaotic and deprived backgrounds
- Significant experience as a member of an active, closely bonded team.
- Demonstrable leadership experience or potential.

Skills/Abilities

- Numerate and literate with good IT skills
- Good organisational skills.
- Ability to work flexibly and responsively to the needs of a community and young people in their context.
- Flexibility in working hours
- A strong interest in the local community, and a willingness to work with the Director and other staff and volunteers to take the work of FAST forward
- Willingness to complete relevant training and development to fulfill statutory and organisational requirements (e.g. first aid, safe guarding etc)
- Good oral, written and IT skills especially social media
- Ability to work in a team along with self-motivation, perseverance and determination
- Ability to communicate at all levels and build relationships quickly
- Ability to comprehend the issues facing youth and young adults in and outside of mainstream education.
- Ability to support the organisation aims and purposes
- Ability to personally represent the organisation Christian values
- To work towards the vision of the charity and championing its social purpose



Motivation / Outlook

- Be spiritually aware and have a good grasp of the principles of faith.
- Be sympathetic to the Christian ethos and values of e:merge as identified in our Memorandum and Articles
- To support and encourage young people for who they are and their intrinsic value without condition.
- Flexible approach and ability to adapt to a range of tasks within the field of working with young people.
- Commitment to self-development
- Committed to seeing others thrive, succeed and achieve their potential.
- Committed and wholeheartedly believe that we can be a part of community transformation.
- Eagerly desire to inspire young people to improve their lives championing their rights and place within society.

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