

'Do you want to see young people thrive? Are you passionate about working one to one with young people and through positive relationships, inspiring and encouraging growth and change?

If so, please apply for this job...

One to One Interventions - Lead Youth Worker

Full time (also willing to consider as a part time role, minimum of 26hrs/wk)

Location - Bradford,

Salary £20,338 - £22,883 (pro-rata if PT)

We are looking for a highly skilled youth worker, able to work within multiple settings to deliver one to one interventions with young people in a range of difficult circumstances in schools and communities. You will have experience of using a variety of tools and approaches to impact the lives of individuals, and will be highly effective in building positive trusting relationships with a broad range of individuals.

This role will take on the leadership of a new project to support vulnerable young people at risk of exploitation (as part of the Government's Trusted Relationships programme) as well as having a focus in at least one secondary school. You will be part of an energetic team working in schools and communities around Bradford with opportunity to share your experience through role modelling quality professional practice as you contribute to the wider aims of e:merge's work.

e:merge is a Christian youth work charity that has undertaken youth work for 25 years in some of the most disadvantaged wards in Bradford, and more recently in SW London. Our goal is to reach the most marginalised and enable them to become part of a community within which they can thrive, develop and realise their potential.

Closing date for application – Wednesday 17th October, 5pm

Interview and selection day – Thursday 1st November (tbc)

The job description and application form is available on our website emergeonline.org.uk/work-with-us/

Please email andrea@emergeonline.org.uk for enquiries or word version of application form

For more information about this role please contact Andy Sykes on 01274 660244 or andrea@emergeonline.org.uk

One to One Interventions - Lead Youth Worker Background Information

e:merge is a young people's charity that has delivered youth work for the past 25 years in the most segregated, deprived and broken wards of Bradford, and more recently in South West London. We are passionate about seeing the lives of young people and communities transformed holistically 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.

Over the past few years, e:merge's vision for transforming the lives of young people and communities has used the model of Hubs of youth work in different communities in Bradford and beyond. A Hub seeks to provide a range of school and community based work spanning our "Engage, Develop, Perform" approach to work with an individual. This can include open access sessions, sports based work, schools interventions and faith based groups.

Through a consortium, we have recently been awarded a part of the contract to deliver a Home Office funded programme called Trusted Relationships which aims to support vulnerable young people at significant risk of exploitation through 1-2-1 support. This role will lead this project and deliver most of the hands on work - please see the attached information sheet for more details of this.

This post will also be a lead role in delivering a significant piece of work in a school based and contribute to a small amount of community based youth work within one of our Hubs. The right person will be a mission minded individual who is passionate about transforming the lives of some of the most disadvantaged and vulnerable young people in our city and believe in the positive power of relationships to enable transformation. You will need to be comfortable engaging with statutory services on a regular basis and able to advocate for a young person in a range of settings. This role will sit within the Schools Intervention team but will also engage significantly with our community based youth work as young people cross between both elements.

This is an exciting new post which will have the opportunity to strongly influence young people, e:merge and our city. If you would like to join us in our mission to transform lives and communities, then please apply for this post.

For more information or an informal conversation please contact Andy Sykes or 01274 660244 or arrange it through andrea@emergeonline.org.uk

Trusted Relationships Programme – Additional Information

Objectives of the Trusted Relationship Project

To provide intensive 1-1 support to children and young people between the ages of 10 and 14, identified as at risk of exploitation (CSE, Trafficking, Criminality, County Lines, Radicalisation etc.) who do not meet the threshold for statutory intervention and who, by the nature of their vulnerability are not responding to mainstream provision.

Building on the extensive experience of delivering interventions with vulnerable young people, we will build on our existing provision to provide a flexible and responsive service to individuals through the development of the Trusted Relationships with a key worker which enables a young person to engage with on-going relevant provision.

Outcomes

The aim is to build young people's resilience and positive networks and connect them to support and mainstream services.

Initial Specific Responsibilities

- To build a trusted relationship and provide intensive short term support to young people aged 10-14 years at risk of exploitation through 1-1 and activity based support
- Complete a signs of safety assessment to create an individual plan of intervention and hold a case load of young people.
- To work in partnership and collaboratively with other agencies (Police, Health, Missing & CSE Hub, Community and Voluntary Organisations, Education, CSC etc.)
- To work within a flexible framework to meet the demands of the service outside of the usual 9-5 hours when required.
- Experience of signposting and supporting Young People to access long term services
- To work collaboratively, through an open, supportive approach, taking into consideration the young person's views of barriers to engagement

E:merge is one of five providers across the city who are jointly responsible for delivering this service on behalf of Young Lives Bradford Consortium (YLBC) who have won the contract from Bradford Council. This role will therefore involve linking up with the other providers in the city.

JOB DESCRIPTION

Post Title: One to one Interventions – Lead Youth Worker
Responsible to: Schools Intervention Team Leader
Team: Schools Intervention

1. PURPOSE OF POST

- To lead the **Trusted Relationships** contract, overseeing and leading on referrals, delivery and reporting
- **Connect** with young people, building positive relationships mainly through one to one work in and out of schools
- Work in **schools** offering one to one and group interventions as part of the e:merge team.
- To **promote** and enable young people's holistic development and to build resilience within each individual.
- **Empower** local young people to become visible contributing members of their school and community.

2. KEY DUTIES AND RESPONSIBILITIES

2.1 Co-ordinate and deliver work within Local Schools

- With the support of the wider e:merge team create an increasing presence within local schools, further developing the already successful partnership within each school.
- Build and maintain positive relationships with young people mainly through 1-2-1 contact, inspiring them to thrive by tackling identified issues and building personal strengths.
- Liaise with the school to ensure that e:merge offers young people the best opportunities to grow, and be an advocate for young people's personal needs as well as their educational ones.
- Contribute to the design and delivery of e:merge's own personal and social development resources.
- Signpost young people into the other provision which is on offer through our present work or external agencies which may benefit their personal growth.

2.2 Lead the Trusted Relationships Programme

- Attend regular partnership delivery meetings with YLBC, sort and manage referrals and represent e:merge within the programme.
- Delivery the majority of the required 1-2-1 work with referred young people within the agreed parameters of the Trusted Relationships contract
- Support other staff at e:merge in contributing to delivery as required, ensuring quality and consistency
- Ensure all assessments and monitoring for the contract is in place, and do all reporting necessary.
- Enable young people who are part of this programme are enabled to integrate into other existing youth work

2.3 Wider Youth Work

- Contribute to a programme of work in Community settings that compliments existing provision built around our engage, develop and perform model of seeing young people fulfil their potential.
- Contribute to holiday programmes delivered within the community, and as part of the wider work of e:merge
- Signpost young people into education, training and other provision on offer through our present work or external agencies
- Deliver small group, issue based and behaviour intervention work with young people.
- Play a full part in enabling young people to develop faith in an appropriate context

2.4 Relationships with Young People

- Establish positive and meaningful relationships with young people
- Support and encourage young people and engage with their family situations where appropriate
- Focus on provision for young people's needs as identified in the Every Child Matters Report

2.5 Liaison

- Build on and develop the existing partnerships within the community, and build new partnerships where possible
- Offer our services to other organisations and service providers in line with strategic objectives

2.4 Innovation

- Develop appropriate provision for the school that could be replicated in other areas.
- Stay abreast of good practice in youth work and pass on skills and lessons learned.
- Include young people in development of work.

2.6 Networking

- Establish effective links with other similar youth-based organisations and associated bodies
- Be involved in the wider outreach work as directed
- Promote and signpost (where appropriate) the training and education opportunities for young people which we provide

2.7 Administration

- Produce necessary reports to partners and external funders as requested by Team Leader or other senior staff
- Maintain full records of young people attendance and progress using Lamplight, and contribute fully to meeting the monitoring requirements of schools and external contracts
- Keep logs of incidents/information pertaining to all sessions
- Keep records and receipts of monies spent in according to policies and procedures.
- Respond to all other relevant policies & procedures where directed

2.8 Staff Training

- Maintain a Personal Development Plan, developed in conjunction with your Line Manager exploring relevant training opportunities

2.9 Management

- Be responsible for the staff working with you session by session and supervise volunteers and interns as required.

2.10 Co-ordination

- Co-ordinate with your Team Leader re: annual leave; training opportunities, programmes, targets.
- Co-ordinate other staff and volunteers involved in your work area, providing or directing them towards pertinent training opportunities. Ensure that all workers involved in your work are aware of safe working procedures

2.11 Logistics

- Ensure a safe and supportive environment for all participating young people.
- Perform necessary risk assessments for all activities and to be undertaken through your work
- Be able to work regular after school/evening sessions and occasional weekends.

2.12 Policies and Procedures

- Work within all the policies, including Equal Opportunities, Health and Safety, Child Protection, and Safeguarding policies
- Actively inform the development of policies in all areas of youth work

2.13 Team

- Motivate colleagues (including students and volunteers) in the development of an effective working team.
- You will be required to work flexibly as part of a team, occasionally covering for colleagues during sickness and/or annual leave. All members of staff are expected to take an active part in regular team meetings and be involved in general development. This may, for example, mean taking on special responsibilities within the organisation.

2.12 Supervision

- Meet with your Team Leader for six-weekly line management or more frequently as required

2.13 General

- Attend and contribute to weekly staff meetings.
- Attend annual staff away days and retreat weekend
- Other occasional duties as agreed with the Hubs Team leader or other senior staff

3. CONTACTS

Young people
Schools
Families of Young people
Other youth agencies
Other professional services

4. RELATIONSHIPS TO OTHER POSTS WITHIN THE ORGANISATION

Responsible for: Workers and volunteers that might assist as part of work programme

Responsible to: Schools Intervention Team Leader

5. CONTROL OF RESOURCES (HUMAN, FINANCIAL, MATERIAL)

Staff, volunteers and finances as allocated within the Community Hubs Team

6. 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 a full DBS check.

DATE: Sept 2018

INITIALS: AS

PERSON SPECIFICATION

	SELECTION CRITERIA	HOW ASSESSED
Education/Qualifications	<ul style="list-style-type: none"> Relevant professional qualifications for work with young people, preferably at degree level Training and experience of the needs of vulnerable young people and those at risk Training and understanding of schools, educational interventions and youth work issues for young people from mainly disadvantaged communities. 	<p>A, I,</p> <p>A, I</p> <p>A, I</p>
Experience	<ul style="list-style-type: none"> Will have significant experience as an employed youth work or similar, working with vulnerable young people and those from disadvantaged backgrounds Experience of working one to one with young people to achieve positive outcomes. Experience of managing a case load, dealing with referrals, and using assessment tools Experience of working as a team member in order to achieve shared objectives. 	<p>A, I</p> <p>A, I,</p> <p>A, I</p>
Skills/Abilities	<ul style="list-style-type: none"> Numerate, literate and possess solid IT skills Good organisational skills. Working knowledge of the statutory services protecting YP from exploitation Awareness of confidentiality and child protection issues. Ability to work effectively as a leader and as a member of a team. Ability to network and communicate well with partners and other agencies across a wide range of sectors. Ability to comprehend the issues facing young people in and outside of mainstream education. Ability to work under pressure, manage your own workload and deliver work in a performance-focussed environment. A clear understanding of how schools operate and how to relate to teachers when supporting/advocating for a young person. Ability to demonstrate an understanding of quality issues, including monitoring and evaluation techniques. 	<p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I,</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>I</p> <p>A, I</p>
Motivation / Outlook	<ul style="list-style-type: none"> Be spiritually aware and have a good grasp of the principles of faith. Agree or be sympathetic to the 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. Good communicator and listener. Commitment to self-development. Ability to work occasional weekends and regular evening sessions 	<p>A, I</p> <p>A, I,</p> <p>A, I</p> <p>I</p> <p>A, I,</p> <p>A, I</p> <p>A, I</p>

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