



**Job Title:** Youth Worker (Senior)

**Reporting to:** Communities Manager

**Salary:** SCP 14, £22, 462 per annum pro rata (increments available based on performance)

**Hours:** 21 hours per week    **Location:** Cross Green, Leeds, LS9

**Contract:** March 2019 – January 2021

**Job Summary:**

The post holder will deliver a fast paced and co-produced programme of group activities and one to one work with young people from Gypsy and Traveller communities at settings across Leeds (including community centres, sites, roadside camps and houses). The Youth Worker will support young people from these communities to gain confidence and build skills through a series of targeted and structured youth work activities. This will include learning and challenge, issue based youth work, social action, youth leadership, residentials and events. The programme will encourage young people to aspire and achieve and be role models to their younger peers.

The worker will work with young people in an asset based way, working with the strengths of our young people and ensuring inclusive activities. The post sits within and works closely with a community development team at Leeds GATE. The post holder will work closely with a small group of young people on voice and influence projects, helping them research and share learning about their lives in creative ways with the aim of making changes both within and outside of their communities – this could be through campaigning, fundraising, running projects or anything else. The worker will be supported by a learning partner from Together for Peace and will manage a youth worker in training.

## **Job Description**

- Use an Asset Based approach, working from young people's strengths
- Deliver activities which increase self-confidence, build skills, raise aspirations and improve outcomes of young Gypsies and Travellers
- Plan, manage and deliver varied activities, co-producing these groups with young people
- Engage directly with young people through home visits and outreach at sites, roadside camps and houses across the city
- Find strategies for managing challenging behaviour whilst ensuring inclusion of our most vulnerable young people
- Deliver a high quality, safe and inclusive programme of activities - with due consideration to safeguarding, risk assessment and inclusion
- To build good relationships to young people, listening to their concerns and being available to talk about challenges they face
- To help young people access appropriate support, including referrals to other services
- To ensure young people's confidentiality
- To safeguard young people in accordance with our organisations safeguarding policies and processes
- To support increased participation of Gypsy & Traveller young people with voice & influence activities
- To establish and maintain good partnerships and working relationships to providers and referral agencies
- Work closely with other staff to manage young people's access to the building, resources and IT
- To manage an activities budget and follow financial processes and procedures of Leeds GATE
- To line manage and support volunteers and youth work staff
- To be willing to work outside of office hours
- To participate in project management meetings and activities
- To effectively use social media to promote our offer and engage with young people
- To keep accurate records of sessions, to gather young people's feedback and to help young people self-evaluate progress via 121 sessions. To fill in monitoring forms for the project.

## **General**

- To attend all relevant staff team and other meetings as required and produce reports as requested
- To prepare for and participate in regular supervision meetings
- To act in accordance with all Leeds GATE policies, guidelines and terms of employment
- To ensure Leeds GATE Values in all activity
- To undertake appropriate training and personal development programmes
- To contribute to the effective running of the organisation through supporting welcome within the office and supporting GATE events and activities as required
- To undertake any other duties appropriate to the post as required

<b>Person Specification</b>	<b>Essential (E)/ Desirable (D)</b>	<b>Application form/interview (AF/I)</b>
<b>Knowledge &amp; Experience</b>		
3 years experience of delivering youth work or in a similar role	E	AF/I
Experience of delivering group work activities in a community setting	E	AF/I
Experience of project development and delivery	E	AF/I
Experience of delivering effective voice and influence work with marginalised young people	D	AF/I
Knowledge and experience of working in a safeguarding framework with young people	E	AF/I
Knowledge of issues affecting Gypsy Traveller young people or other marginalised groups and how these impact their lives and outcomes	E	AF/I
Awareness of relevant structures, services and agencies for young people in Leeds	D	AF
Experience of partnership working in statutory and voluntary sectors	E	AF
Knowledge of the principles underpinning asset based community development	E	AF/I
Experience of recording, monitoring and evaluation	E	AF/I
Experience of managing staff or volunteers	D	AF /I
<b>Qualifications or training</b>		
Safeguarding	E	AF
Any other relevant training	D	AF
Maths, English and IT sufficient for the role including skills to use case management systems, web based communications and write reports	E	AF
<b>Skills and Behaviours</b>		
Ability to engage and communicate with young people, developing and maintaining trust	E	AF/I
Ability to encourage and inspire young people, to recognize and build on their strengths	E	AF/I
Ability to find innovative and constructive solutions to manage groupwork	E	AF/I
Commitment to co-production (planning & delivering activities with young people)	E	AF/I
Ability to take initiative, work independently and meet deadlines	E	AF /I
Determined and resilient with awareness of self-care	E	AF / I
Commitment to the values of Leeds GATE	E	AF/I
Commitment to safeguarding young people	E	AF/I
Commitment to principles and practice of confidentiality	E	AF/I
Ability to work well as part of a team	E	AF
Commitment to personal development, learning and reflective practice	E	AF
Willingness and ability to work in a flexible manner including travel to members homes and working out of hours as necessary	E	AF