



Job Description

Post Title:	YOUTH WORKER
Responsible to:	Chief Executive
Responsible for:	Young people (11 – 19 years old)
Salary:	£10 per hour
Hours:	6 hours per week
Location:	Peppermint Children's Centre

Main Purpose of the Job

The purpose of the Youth Worker is to work as part of a team to: work with young people to facilitate their personal, social and educational development, and enable them to gain a voice, influence and place in society in a period of their transition from dependence to independence.

The role of the youth worker is therefore to work with young people in ways that are:

- Educative;
- Participative;
- Empowering; and
- Promote equality of opportunity and social inclusion (NYA).

The post holder will, at all times, carry out his/her job description with due regards to all the policies of Acorns 2 Oaks Ltd., which is the employing body.

Main duties and Responsibilities

Specific Tasks:

1. To create a happy, secure and stimulating environment to meet the physical, cultural and emotional needs of children and young people using the Peppermint Children's Centre.
2. To have professional responsibility for ensuring compliance with the diversity agenda and proactively implementing initiatives which secure equality of access to services.
3. To engage and support young people in the social, recreational, educational and decision making opportunities of the project, ensuring that all ethnic minority groups and children with disabilities are engaged.
4. To identify the developmental needs of individual, and groups of, young people

5. To design a learning process using the social, recreational, educational and decision making opportunities available (on and off-site), to enable these individual, and groups of, young people to meet these needs, including:
 - a. to encourage, support and challenge young people to take up new experiences
 - b. to encourage, support and challenge young people to make decisions and to do things for themselves
 - c. to enable young people to develop their values and self respect
 - d. to promote equality of opportunity and positive relationships between individuals and groups
 - e. to assist, or lead where appropriate, other staff in accompanying young people on trips and events both within and outside of the centre, project base, or local neighbourhood
6. To assess the young people's learning and to evaluate the learning process.
7. To encourage young people to be involved in the decision making in the local area and assist them in dealing with local agencies that can support this.
8. To liaise with other staff in the Peppermint Centre and encourage a "team working" atmosphere.
9. To co-operate with other agencies and professional organisations who are delivering services for children, young people and families using the Children's Centre.
10. To maintain and use the communication systems in place at all times.
11. To assist with service development by contributing to planning, delivery and monitoring of local provisions through:
 - a. meeting at the start and conclusion of each session to plan and review the work
 - b. participating in team meetings and supervision to undertake monitoring and evaluation processes
 - c. sharing the administrative tasks of running youth work sessions (e.g. membership, attendance, etc.)
 - d. undertaking practical tasks in running the youth work session
 - e. recording any individual planning, monitoring and evaluation of their work, using the service's systems for these.
12. To implement all relevant policies including Health & Safety, Safeguarding, Confidentiality and Equal Opportunities. To ensure the wellbeing of all children, in line with Every Child Matters, particularly those with additional needs and those vulnerable or at risk; ensuring that all staff work within and abide by the policies.

13. To treat any information, or matters relating to the work within the Centre, as confidential.
14. To uphold the principles of Peppermint Children's Centre and to protect its good name in all aspects of the job.
15. Maintain a flexible approach to work in response to the needs of children and families.
16. Undertake any other duties as may be reasonably required within the scope of the post from time to time.

Person Specification

	Qualifications	Essential	Desirable
1.	Level 2/3 NVQ/VRQ in Youth Work (or equivalent)		√
Skills and Abilities			
2.	Ability to assess young peoples' developmental needs, especially those not currently using the Service	√	
3.	Ability to assess young people's learning	√	
4.	Ability and willingness to review their work with young people as well as with colleagues	√	
5.	Ability to record and present their youth work practice as required	√	
6	Ability to communicate and consult effectively with colleagues, line managers and others as required	√	
7	Ability and willingness to engage in teamwork with staff at all levels including those from other agencies		√
8	Ability to maintain records for the monitoring and evaluation of youth work	√	
9	Ability to organise your own work routines effectively with the support of your line manager	√	
Knowledge			
10	Knowledge of Health & Safety legislation and its application in youth work	√	
11	Knowledge of the youth work curriculum	√	
12	Understanding and awareness of current issues in youth work and knowledge of national standards of practice	√	
13	Knowledge and understanding of equalities issues and ability to integrate into daily practice	√	
14	An understanding of the diverse needs and interests of young people	√	
15	Experience of working with young people in a youth work or similar setting, in either a paid or voluntary capacity.	√	
16	Have proven ability to initiate, develop and maintain relationships with young people	√	
17	Experience of assessing young peoples' developmental needs	√	
18	Experience of using the resources available to the youth project, to design and implement learning opportunities for these developmental needs to be met	√	

		Essential	Desirable
19	Experience of encouraging and challenging young people to make decisions and to do things for themselves.	√	
20	Experience of using their initiative and taking lead responsibility for some specific areas of work with young people.	√	
21	Experience of assessing young people's learning in a youth work setting	√	
22	Experience of recording and evaluating Youth Work	√	
23	Experience of working effectively within a team setting	√	
Other			
24	Ability to meet the sessional requirements of the work e.g. days, times.	√	
25	Willingness and availability to attend and successfully complete any appropriate training (as negotiated at interview and subsequent supervision meetings), to further your own skills and professional development	√	
26.	Ability to work within, and with, the values of youth work in general and the values of youth work at Acorns 2 Oaks Ltd. in particular	√	