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Youth Support Worker

Responsible to:	Senior Youth Worker(s)
Responsible for:	n/a
Hours of work:	Part Time – Average 20 Hours per week (Mostly late afternoon and evening)
Pay Scale:	£14.45-£15.98 per hour
Location:	Youth Centre Based

JOB DESCRIPTION

Overall aim of this post:

The primary aim of The Door is to accompany young people and help them to identify and meet their needs. Our Youth Work Team exists because young people need the safety and security of non-judgmental role models, to guide their development to become positive members of society.

The role of the Youth Support Worker is to be the primary support staff to Senior Youth Workers accompanying young people in providing safe, inclusive, and engaging environments This includes taking responsibility for the planning, delivery, evaluation of sessions, and deputising when required, ensuring that young people are empowered to develop personally, socially, and emotionally.

Working Hours:

Mostly late afternoon & evening work (hours negotiable). Other work may occasionally be available outside these times.

Key Stakeholders:

Internal and external contacts, roles and organisations connected to this role.

- Senior Youth Workers, Casual Youth Workers
- Senior Leadership and Senior Management Teams of The Door
- Department staff and volunteers
- Young people and/or families accessing the service
- Community Organisations – e.g. police, schools, churches, voluntary groups, GPs etc.
- Professional agencies – e.g. social care, CYPS

Specific Duties and Responsibilities:

Youth Work Delivery

- Supporting Senior Youth workers to plan & deliver a comprehensive needs-based youth work programme at multiple sites, including a range of positive activities, pastoral support and providing access to information.
- Ensuring the safety and well-being of all the young people accessing The Door, including adherence to The Door's policies and procedures, taking the lead responsibility where necessary
- Take responsibility for leading sessions, activities and interventions in the absence of Senior Youth Workers, ensuring continuity of service delivery
- When the opportunity arises, take lead responsibility for Door-wide projects
- Contribute to the evaluation of youth work programmes, providing feedback on their effectiveness and identifying opportunities for improvement.
- Maintain accurate records of attendance, participation, and outcomes to support service monitoring and reporting
- Development of trusting relationships with the young people that use our services
- Enabling young people to develop new skills through co-production, participation and empowerment
- Helping young people to recognise and articulate their own needs and develop strategies to meet them
- When necessary, on behalf of the Senior Youth Worker, work with colleagues, stakeholders, partner organisations and parents/carers to support young people's needs.
- Promote equality, diversity, and inclusion in all aspects of youth work practice.
- Engage in reflective practice and continuous professional development to improve competence and contribute to team learning
- Being a champion of The Door's Christian Ethos & 'Door Keys' culture statement.
- Any other duties commensurate with the grade of the post.

PERSON SPECIFICATION

The skills, experience and attributes we are looking for in applicants for this role

Essential:

- GCSEs (or equivalent) in English and Maths –grade C / 4 or above.
- A demonstrable understanding and acceptance of the Christian ethos of The Door Youth Project and the centrality of this to the work of the charity
- Proven ability to communicate and build relationships with both young people and adults.
- Knowledge of safeguarding practice and a commitment to safeguarding young people
- Understanding and commitment to equality, diversity, inclusion & belonging in youth work and the wider workplace
- An awareness of the current issues facing young people
- A demonstrable commitment to continuing professional development
- A good role model who is resilient, trustworthy and a good team player
- Full driving licence, access to own vehicle and willingness to travel across the area covered by the The Door.

Desirable:

- Experience of working with young people from a range of backgrounds & needs in group, 1:1 or detached contexts
- An understanding of the core principles of youth work and their implementation
- Level 2 Youth work or higher qualification
- First Aid or Mental Health First Aid qualification
- Experience of leading youth work sessions
- Experience of working collaboratively with key stakeholders and / or partner agencies to develop projects, preferably within youth provision.
- Experience of identifying and managing risks (safeguarding, health & safety, behavioural issues)