**JOB DESCRIPTION**

**Post:**  Youth Worker

**Responsible to:** Service Manager

**Location:** Hardengreen, Dalkeith

**Salary**: £13.24 per hour (Sessional)

## Role Summary

In consultation with the Service Manager the post holder will be expected to support the delivery of activity-based supports for children and young people from birth to 18 within a variety of settings.

* Working in partnership with other members of the team and key stakeholders in order to develop and deliver this support
* Work collaboratively with young people to assess and identify their specific needs.
* Undertake work with the young people and their families in groups as appropriate.
* Contribute towards effective and robust evaluation mechanisms and report back to the service lead and Service Manager as appropriate.
* Actively engage children, young people and their families in the development and design of supports delivered.

## Corporate Responsibilities:

* Be committed and adhere to Children 1st vision, mission and values.
* Comply with Children 1st Safeguarding policies and procedures.
* Comply with Children 1st Code of Conduct and any relevant professional standards relating to the role.
* Actively consider the involvement of children, young people and families with whom we work, in all areas of practice and to implement the Children 1st Participation Standards.
* Actively consider the involvement of volunteers in all areas of our work and to implement the Children 1st Volunteer Development Policy.
* Observe all health and safety requirements.
* Work within and promote policies in relation to Equity, Diversity and Inclusion and anti-discriminatory practices.
* Undertake any other reasonably required duties as instructed by line manager or someone acting on their behalf, in addition to the role specific responsibilities detailed below.

## Equity, Diversity and Inclusion

At Children 1st, we are committed to building a representative, inclusive and authentic workplace open to applications from all sections of society. We believe in the potential of everyone regardless of; sex, race, religion or belief, ethnic origin, ability, family structure, socio-economic background, age, nationality, marital status or civil partnership, sexual orientation, gender identity, or any other aspect that makes you who you are.

We envision a diverse and inclusive Children 1st where we cultivate a true sense of belonging and connection for and between our teams, children, young people, families, and communities we work with.

Further to that, as part of our vision to be an Anti-Racist organisation, we are committed to conscious inclusion to build increasingly diverse teams and emotionally safe work environments.

## Key Results Areas

* Delivery of flexible, age-appropriate group based support for children, young people and their families

* Positive engagement of children and young people in the design, delivery and evaluation of activities
* Positive engagement of families in the design, delivery and evaluation of activities
* Promotion of continuous improvement through self and project evaluation.
* Consistent attendance of children and their families at group events
* Development and sharing of good practice with service manager and within Children 1st

## Person Specification

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Need to Have | Need to Show | Need to Know | Need to Be | Core Values |
| * Experience of youth and community work across a wide age range | * Experience of groupwork and 1-1 support with young people from disadvantaged communities. * Design and delivery of group work in participation with young people and their families | * Knowledge and understanding of the needs of young people * Knowledge and understanding of child protection and the responsibilities of child and family support workers * Excellent organisational and planning skills * Excellent communication skills * Ability to work flexibly * Ability in engaging hard to reach families * Creative approaches to activity based support | * Compassionate, understanding and supportive approach to young people in difficulty. * Creative in approach to activity based support * Able to maximise participation of children, young people and their families in the design and delivery of services | Our core values guide how each one of us works in our individual day to day job:  **Respect**  Treating everyone with respect and fairness  **Integrity**  Being responsible and accountable  **Participation**  Involving others in our work  **Excellence**  Striving for the highest possible standards |