

Job Title: Sessional Youth Support Worker

Summary

Our Youth Workers are at the heart of delivering our youth clubs and activity sessions, which help provide much-needed social and development opportunities for young people in the Podsmead area of Gloucester.

This role will help deliver youth work sessions from our Community and Sports Hub. Working as part of the youth work team, with operational leadership from the Leader in Charge, you will run and design sessions as part of a team (including input from young people).

Through the sessions, you will build appropriate relationships with young people to offer guidance and support. You will help ensure all sessions are delivered to a high standard, and in line with best safeguarding practice, so that young people can enjoy themselves in a safe environment that supports them to thrive and grow.

We are committed to developing our staff so that they are able to support young people to the best of their ability. That's why successful candidates who don't yet have a Level 2 youth work qualification will be provided with the time and funding to work towards one alongside delivering youth work sessions.

Key responsibilities and functions:

1. Support the planning and delivery of youth sessions as part of the team (including input from young people), ensuring they meet organisational standards and support intended outcomes for young people.
2. Work collaboratively with the youth work team members and young people to plan, improve and implement youth activities, working in line with the NAOMIE planning model (training and support will be provided).
3. Contribute to identifying gaps in provision and bring forward ideas to support the development of our youth offer.

4. Build positive, appropriate relationships with young people, encouraging their personal and social development.
5. Support the Youth Team Worker with session and activity set-up and administration, including maintaining accurate records of attendance and activities and contributing to session evaluation reporting.
6. Support the safe running of sessions, including working in line with safeguarding policies and procedures, and escalating concerns about the well-being of young people who are service users.
7. Work in line with organisational best practice, including health and safety, data protection, food hygiene, and other relevant policies.
8. Promote and uphold the values of equality of opportunity, diversity and inclusion in all activities and interactions.
9. Related to the previous point, work with the Youth Team Worker to ensure young people who are neurodiverse or experience challenges with their mental health are appropriately supported to participate in sessions as fully as they wish.
10. Take part in relevant ongoing training and staff meetings as required.

Postholder requirements

Essential:

1. Applicants must be over 18 years old and have the right to work in the UK.
2. Interest in supporting and working with young people.
3. Enhanced DBS check required.
4. Availability to work flexibly, including evenings and weekends.

Desirable:

1. Level 2 Youth Work Qualification (candidates without this qualification will be

supported and funded to work towards it as part of their contracted hours).

2. Experience of working directly with young people.
3. Experience of a specialist area of youth work session provision (e.g. sports coaching, arts teaching).

Skills and attributes:

1. Passionate about youth empowerment and making a positive impact on young people's lives.
2. Strong communication and interpersonal skills, able to build rapport with a diverse range of people from different backgrounds.
3. Able to work with empathy and consideration for individuals' circumstances, while maintaining appropriate boundaries
4. Able to work effectively as part of a team.
5. Committed to fostering an inclusive environment that respects and values diversity.

Working hours

- Part-time, minimum of 6 hours per week across two 3-hour youth work sessions.
- Days dependent on the needs of the organisation, which can be discussed at interview. The role requires evening and some weekend work, along with some daytime provision during school holidays. More hours may be available as the youth work offer evolves, which can be discussed.
- Staff requiring a Level 2 youth work qualification will be provided with 3 paid hours a week to work towards this.

Salary and benefits

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- £13.45 per hour (Real Living Wage - rising each year in line with Living Wage Foundation level)
- Paid annual leave: 25 days plus bank holidays (pro rata for part-time staff)
- Pension scheme: 6% employer contribution with a minimum 2% staff contribution
- Salary sacrifice scheme
- Lump sum and pension death benefits
- Ongoing training and development, alongside opportunities for career progression
- Employee Assistance Programme
- Uniform provided

Contract type

- Permanent, sessional

Location

- Sessions take place at Blackbridge Community and Sports Hub (Laburnum Rd, Gloucester, GL1 5PG) and out in the local community, with occasional off-site day trips and activities.

Reporting to

- Youth Leader in Charge

Closing date for applications: TBC

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How to apply:

- Please complete our application form, including two references.
- Because this role involves direct work with young people, we use a series of safer recruitment procedures, including an Enhanced DBS check and appropriate safeguarding vetting. We will share more about this process should you be invited to interview.

This job description is correct at the date it is advertised. However, Blackbridge Charitable Community Benefit Society has the right to alter the specification at any time, in line with the demands and needs of the business.

Whilst this job description sets out the broad responsibilities of the role, this is not intended to be an exhaustive list of responsibilities and the role holder may be required to deliver any other responsibilities requested in line with the demands and needs of the business.