

Job Description - Youth Worker

Your Ideas Youth and Community Project supports ages 0-35 in our social support clubs and in our Alternative Provision from our sites in Matchborough and Woodrow, Redditch. Your Ideas specialises in helping young people with lived experience of Autism Spectrum Conditions, those who can display behaviours that challenge and those who are vulnerable and/or disadvantaged.

Job Purpose:

To facilitate the running of Your Ideas regular social group sessions that strive to promote the key principles of youth work:

- Youth and Community Led
- Inclusivity, equality and diversity
- Respect
- Quality, Safety and Well-being
- Empowerment
- Positivity

Responsibilities of the role include:

Facilitating the running of regular social groups sessions

- To enable young people and community members to plan, organise, participate and deliver activities.
- To build positive relationships with community members, young people and encourage them into new, positive and challenging activities.
- To facilitate a productive environment that enables all to participate fully.
- To help those with behaviours that can challenge and those with additional needs to have positive, enriching and engaging experiences.

Working with others

- To work on your own initiative and also creatively as part of a team.
- To work as a team member planning, delivering and monitoring our projects and activities.
- To carry out relevant day to day administration of our activities.
- To work in ways that promote equal opportunities.
- To work with other stake-holders including schools and the local authority.
- To lead practice by example.

- To understand the issue parents face and to provide support and information for them.
- To work with other stakeholders alongside parents or careers as a support for parents and carers.

Recording and monitoring impact

- To capture and record evidence of impact using our data capture tools.
- All safeguarding concerns MUST be reported to DSL-Jordan Cooke, DDSL-Laura Garvey and recorded on CPOMS following 'Your Ideas' safeguarding policy.
- To participate in review sessions to support learning and improvement of our services.
- To identify, support and lead initiatives that increase the impact we have for the people we serve.

Other duties

- To work with other community organisations and agencies including the police.
- To understand 'Your Ideas' policies and comply with them at all times.

Notes

- No job description is perfect. 'Your Ideas' is an organisation that responds to the needs of the community it serves, and this demands flexibility from all employees and volunteers.
- From time to time you will be required to undertake duties that are outside of those detailed within this document.
- From time to time, then, this Job description may be revised and changed in consultation with yourself.

Person Specification - Youth Worker

Knowledge, skills and experience	Essential (Dependent on Club)	Desirable
Minimum 1 year's experience working with young people and or adults	✓	✓
Experience of working with young people with children, young people and adults who live with disability	✓	✓
Knowledge of SEND (High Support Needs) and the associated challenges and barriers faced by those with lived experience of additional needs.	✓	✓
A patient, calm and consistent manner when dealing with behaviour that	✓	

might be deemed to be 'challenging'.		
A positive attitude with a proactive and flexible approach to your work	✓	
A strong commitment to the promotion of equality and diversity	✓	
A good understanding of safeguarding, professional boundaries and confidentiality	✓	
Excellent time management and organisational skills	✓	
Comfortable working independently and as part of a team	✓	