**ROLE PROFILE**

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| **JOB TITLE:** | Youth Worker – Complementary Education Programme | **SALARY:** | £10.75 an hour (London Living Wage) |
| **REPORTING TO:** | Head of Education | **HOLIDAYS:** | 33 days including bank holidays (pro-rata). Taken in school holidays |
| **LOCATION:** | Future Youth Zone, 201-225 Porters Avenue, Dagenham, RM 5YX | **HOURS:** | 26 hours per week during daytime on Monday, Tuesday, Thursday and Friday |
| **THE PERSON:** | You will be a Youth Worker committed to working with and creating positive relationships with children and young people. You are skilled at delivering short programmes of work with young people that deliver positive outcomes. You will be passionate about creating a motivational and inspiring environment for young people to thrive and develop and deliver engaging and purposeful activities. | | |
| **KEY RELATIONSHIPS:** | Young people and parents/carers, Head of Education, school staff and Future Youth Zone’s staff, volunteers, partners and stakeholders | | |



**JOB PURPOSE:**

You will deliver a new daytime complementary education programme that will support young people to be confident, independent and ambitious about their futures. The short programmes will focus support for specific groups of young people in mainstream education and will be successful in igniting the passion and imagination of participants. You will be responsible for delivering the programmes successfully and providing a heigh level of support, challenge and care for young people. You will assist in the design of the programmes and make a commitment to continuous improvement to ensure positive outcomes for young people.

**CONTEXT OF THE POST:**

Barking and Dagenham Youth Zone, named ‘Future’ by local young people, is the first Youth Zone in London opened by the national charity, [OnSide](https://www.youtube.com/watch?v=3t7SSx-h1Vk) in May 2019. This is an exciting and unique opportunity to join our committed and passionate team and play your part in history, shaping opportunities for young people and helping to grow our charity and expand our services.

Future Youth Zone exists to give young people, particularly those who are disadvantaged, somewhere to go, something to do and someone to talk to. The Youth Zone is open 7 days a week, at weekends and during school holidays. The Youth Zone’s purpose is to help young people grow to be happy, healthy and successful adults.

Future’s state-of-the-art £6.15 million building on Parsloes Park, provides young people with access to a range of activities, offering them the opportunity to try new things, meet new friends and gain support from friendly, warm and positive staff and volunteers. The facilities include a 3G pitch, a gym, sports hall, recreation area and dance, arts, music and media suites, with state-of-the-art facilities equipped for a wide range of sporting, artistic, cultural and general recreational activities and targeted services. The Youth Zone supports young people like [Monique, Owen and Bola](https://www.youtube.com/watch?v=hfQsJCqgsFI) to grow and develop.

**DUTIES AND RESPONSIBILITIES – DETAILED**

* Together with the Head of Education, develop and implement a programme that is inspiring, challenging and developmental.
* To deliver sessions to young people that are engaging and motivational.
* The role is 100% face to face delivery with young people
* To work directly with young people to develop their leadership skills, confidence and self esteem.
* To directly deliver a high-quality programme of activities that are exciting, safe, varied, innovative, developmental and directly responds to the diverse needs, concerns and interests of young people.
* To have great energy and establish positive relationships with young people, the wider youth work team and visitors to the Youth Zone.
* To respond to the needs of young people through activities and the programmes delivered.
* To support and motivate volunteers.
* To work flexibly to ensure the needs of the young people are met, including disadvantaged young people and those with disabilities or additional needs
* To ensure that the young people maintain a high standard of behaviour and discipline during sessions by following and implementing an agreed behaviour policy.
* To ensure the participation of young people in activities and that their ideas contribute fully in the delivery of activities in a safe way.
* To assist with any promotional activities and visits that take place at the Youth Zone.
* To actively promote the Youth Zone and positively contribute towards increasing awareness and promotion of the Youth Zone.
* To promote and safeguard the welfare of young people at all times.
* To be able to think on your feet and deliver an activity with minimal equipment.
* Ability to enthuse others, including staff, volunteers and young people.
* To make the environment fun and purposeful and the place young people want it to be.
* To be an active member of the team and operate in line with the values and principles of Future Youth Zone
* Carry out any other reasonable duties as requested by management

**DUTIES AND RESPONSIBILITIES - GENERAL**

* Be a role model for young people and present a positive “can do” attitude.
* Take personal responsibility for own actions.
* Commit to a culture of continuous improvement.
* Work within the performance framework of Future Youth Zone and OnSide.
* Represent Future Youth Zone positively and effectively in all dealings with internal colleagues, and external partners.
* Comply with all policies and procedures, with particular reference to safeguarding, codes of conduct health and safety and equality and diversity to ensure all activities are accessible.
* Represent Future Youth Zone positively and effectively in all dealings with internal colleagues, and external partners.
* To be alert to issues of safeguarding and child protection, ensuring the welfare and safety of Youth Zone members is promoted and safeguarded, and to report any child protection concerns to the designated Child Protection Officers using the safeguarding policies, procedures and practice (training to be provided).
* To assist with any promotional activities and visits that take place at the Youth Zone.
* To actively promote the Youth Zone and positively contribute towards increasing Youth Zone membership and active attendance.
* To adhere to Future Youth Zone policies at all times, with particular reference to Health and Safety, Safeguarding and Equal Opportunities

**PERSON SPECIFICATION**

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| **Selection Criteria\***  A = Application Form I = Interview T = Test/Personality Profile | **Essential or Desirable** | **Method of Assessment** |
| **Experience** | | |
| Experience of working with groups of young people aged 8 to 16. | Essential | A & I |
| Experience of working with young people from diverse backgrounds and with challenging needs | Essential | A & I |
| Experience of working in alternative education settings. | Desirable | A & I |
| Experience of successfully delivering projects and programmes. | Essential | A & I |
| Experience of delivering targeted sessions. | Essential | A & I |
| Experience of liaising with parents and carers. | Desirable | A & I |
| Experience of working with young people with additional needs and disabilities | Desirable | A & I |
| Experience of team working and working alongside volunteers | Essential | A & I |
| **Qualifications** |  |  |
| Level 2 Youth Work qualification or equivalent | Desirable | A |
| **Skills** |  |  |
| Ability to deliver high quality targeted programmes with children and young people who face social exclusion, disadvantage and disaffection and manage such a group. | Essential | A & I |
| Practical skills in behaviour management and delivering engaging sessions. | Essential | A & I |
| Able to work as part of a team and under own initiative | Essential | A & I |
| Able to plan and evaluate programs of activity, including production of session plans and evaluations. | Essential | A & I |
| Able to communicate effectively with young people, parents, team members and school staff. | Essential | A & I |
| Ability to engage and build positive relationships with young people including disengaged and disadvantaged young people | Essential | A & I |
| **Knowledge** |  |  |
| Understand the principles of working with children and young people, the issues affecting their lives and knowledge of their needs | Desirable | A & I |
| Knowledge of health and safety, diversity awareness and safeguarding best practice | Essential | A & I |
| Basic knowledge of local wider support networks and opportunities young people can access. | Desirable | A & I |
| **Special Requirements** |  |  |
| A willingness to work during term time and day time hours. | Essential | A & I |
| A willingness to take annual leave during school holidays. | Essential | A & I |
| The willingness to be part of a wider team and understand the core Youth Zone delivery model. | Essential | A & I |
| Enhanced DBS clearance and commitment to Safeguarding children | Essential | A & I |

\*Selection criteria for guidance only, alternative methods may be used to assist the selection process

Future Youth Zone is committed to the safeguarding of young people. In accordance with our Child Protection and Safeguarding procedures, this position requires a enhanced DBS check*.*

The strength of OnSide Youth Zones comes from the diversity of the people within our vibrant network. We are proud that our Youth Zone teams reflect the communities they serve, and we value people working together from a range of different backgrounds locally and nationally, and with different experiences, all with a shared passion for boosting the aspirations of young people across the country. Diversity brings innovation, fresh ideas and creativity, and we actively strive to create a culture that is truly inclusive and fair for all and where everyone in the team can be themselves and thrive.

For information regarding how Future Youth Zone and OnSide Youth Zones process your data, please visit [www.onsideyouthzones.org/applicant-privacy/](http://www.onsideyouthzones.org/applicant-privacy/)

