

# Role Profile

## Inclusion Youth Worker



<b>JOB TITLE:</b>	Inclusion Youth Worker	<b>SALARY:</b>	London Living Wage currently £13.85 an hour
<b>REPORTING TO:</b>	Inclusion Manager	<b>HOLIDAYS:</b>	34 days including bank holidays and a day off on your birthday.
<b>LOCATION:</b>	Future Youth Zone, 201-225 Porters Avenue, Dagenham, RM9 5YX	<b>HOURS:</b>	Sundays 9:45 – 2:15 Plus a variety of sessions across evenings and weekends.
<b>THE PERSON:</b>	We are looking to recruit a passionate and committed inclusion youth worker to champion all young people who attend Future Youth Zone. You will have experience of working with young people with additional needs and removing barriers to participation in a range of activities and settings. You are innovative in your thinking and can develop strong relationships with young people, colleagues, and parents/carers to ensure we meet the needs of all young people.		
<b>KEY RELATIONSHIPS:</b>	Inclusion Manager, Senior and Junior Club Manager, Head of Youth Work, Youth Zone Team Members, Young People, Parents/Carers, and the wider community.		

### **JOB PURPOSE:**

You will be part of a team delivering an inspiring and engaging Inclusion session, called Futurebility, every Sunday morning for young people with additional needs, aged 8 – 25 years old at Future Youth Zone. Along with our dedicated team of youth workers you will ensure that Future Youth Zone's provision for young people is inclusive; supports community cohesion and provides an environment where members from diverse demographics, ethnic communities, and those with disabilities feel safe, involved, and welcome.

We are looking for enthusiastic staff with a wide range of skills to become part of a team who are passionate about working with young people.

### **CONTEXT OF THE POST:**

Barking and Dagenham Youth Zone, named as Future by young people, was opened in May 2019. The Youth Zone is an independent Charity, but we are proud to be part of the growing OnSide Network whereby we have adopted a set of principles that guide our work with young people.

Our universal offer is focussed around a state-of-the-art, multimillion pound facility that is purpose built and remains dedicated to young people. We work with young people aged from 8-19 (up to 25 with additional needs) and offer an array of activities for young people to get involved in. Our services are affordable for young people who can access the provision for just a £5 annual membership and 50p entry fee. Whilst our building and activities provide a hook for young people to initially engage with us, the relationships they develop with our team of Youth Workers ensures

they return night after night. We pride ourselves on being open when young people need us the most, during evenings and weekends, whenever schools are closed.

Since we opened in May 2019 the Youth Zone has had over 12,000 young people sign up as members of which around 60% are male and 40% are female. At times during our opening year 1,600 young people were visiting the Youth Zone every week, making it a go to destination for the next generation. From March 2020 through to January 2022 the Youth Zone operated under a variety of restrictions and challenges as a result of the Covid-19 pandemic. During that period we were able to continue to support young people using new and innovative forms of engagement, whilst we also extended our support to the wider community when they needed it the most.

More recently we have been able to return to a full universal offer for young people and despite the prevalent challenges around the lasting impact of the pandemic, young people feeling isolated and the cost of living crisis our team continue to provide a home from home for young people.

### DUTIES AND RESPONSIBILITIES – DETAILED

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- Along with the Inclusion Manager, identify the diverse needs of young people at Future Youth Zone and contribute towards providing appropriate session plans.
  - Deliver inclusive, engaging and fun activities for young people from a range of different backgrounds and experiences.
  - Support colleagues to ensure that barriers to participation are removed and our activities can be accessed by all young people.
  - Ensure young people feel confident and supported at the Youth Zone.
  - Support young people's involvement, helping them to have a voice and become young leaders for their community, supporting and encouraging them to play a more active role in society.
  - Help to deliver a general programme of events at the Youth Zone so that it is attractive to young people from diverse backgrounds.
  - Build relationships with the wider family and other stakeholders to ensure that we constantly strive to meet the needs of the young person.
  - To carry out any other reasonable duties as requested by management.
  - Participate in a high-quality inclusion session every Sunday morning for young people aged 8 – 25 with additional needs.
  - Be a champion for inclusion in the organisation.

### 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.
  - 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 adhere to Future Youth Zone policies at all times, with particular reference to Health and Safety, Safeguarding and Equal Opportunities
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### Person Specification

Selection Criteria*	Essential Desirable	or	Method of Assessment
A = Application Form I = Interview T = Test/Personality Profile			
<b>Experience</b>			
Experience of working with young people aged 8 to 25 with additional needs	Essential		A & I
Experience of working with young people from diverse backgrounds and with challenging needs	Essential		A & I
Experience of delivering a wide range of activities during sessions	Essential		A & I
Experience of delivering events and competitions	Desirable		A & I
Experience of team working and alongside volunteers	Essential		A & I
<b>Qualifications</b>			
Level 1 or 2 Youth Work Qualification	Desirable		A & I
Endorsements, qualifications and certifications that are relevant to supporting young people with additional needs	Desirable		A & I
<b>Skills</b>			
Ability to engage with young people with disabilities or additional needs and build positive relationships	Essential		A & I
Able to work as part of a team and under own initiative	Essential		A & I
Able to deliver a range of high quality activities for young people with additional needs.	Essential		A & I
Able to support the planning and evaluation of programs of activity including production of session plans	Essential		A & I
Able to communicate effectively with young people, parents, carers, team members and members of the public	Essential		A & I
Able to deliver within an equal opportunities' framework	Essential		A & I
Ability to coach, encourage, motivate, and provide reliable support to young people	Essential		A & I
<b>Knowledge</b>			
Knowledge of barriers young people with additional needs are facing and how we can support them to overcome them.	Essential		A & I
<b>Special Requirements</b>			
A willingness to work unsociable hours	Essential		A & I
The willingness to be part of a wider team.	Essential		A & I
Enhanced DBS clearance and commitment to Safeguarding children	Essential		A & I

**THE OTHER BITS...**



Future Youth Zone is committed to the safeguarding of young people. In accordance with our Child Protection and Safeguarding procedures, this position requires an 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.futureyouthzone.org/privacy-policy/](http://www.futureyouthzone.org/privacy-policy/)

**OUR VALUES AND STAFF BENEFITS:**



**EXCELLENCE**



**AMBITION**

