

Job Description

Job title: Various Youth Work roles available
Reports to: Youth Project Coordinator
Salary: £10.55-£11.28 dependent on specific Youth Worker role
Pension: +5% pension after 3 months (match funding required)
Hours: 0 hours - flexible
Location: Based in Wandsworth

How to apply: Send your CV and cover letter to katy.hickey@generate-uk.org by **5pm on Friday 16th October 2020** describing your suitability for the role. You can include your preference of what role you are interested in. Please note; if you currently work at Generate you will need to apply if you are interested in working at a different youth club or a youth worker role that you do not regularly work on at the moment (for example buddy work)

If you are shortlisted, you will need to complete a contact details form including references prior to attending an interview.

Introduction to Generate:

Generate has been creating opportunities and offering support to people with a learning disability since 1972. We are committed to improving the lives of people with a learning disability by supporting and encouraging them in a creative way to access opportunities in their communities, take their place as citizens and reduce their reliance on services.

Various roles available:

- **Youth Worker (clubs)** – Monday, Tuesday and Wednesday youth club (Monday 4pm-10pm, Tuesday 7-9pm and Wednesday 4-10pm, please note these hours may change depending on group sizes and if you are doing the pick-up/drop offs on the mini bus)
- **Youth Worker (activities)** – During the half terms and school holidays, youth workers will be supervising and engaging young people in trips and activities.
- **Youth Worker (residential)** – three residentials a year within the UK – youth workers will be leading, supervising and engaging young people in trips and activities.
- **Youth Worker (Youth disco)** – Once a month, usually Friday evenings 4-11pm (please note, these are not running at the moment due to COVID-19 restrictions but there will be an alternative in place shortly so staff hours may vary)

- **1:1 Buddy Worker** – working 1:1 with a young person you are matched with to work towards a specific role, support will usually start off at the young person's home and you will spend up to 36 hours working with this young person.

Responsibilities and Duties

Duties will include but are not limited to:-

- Building relationships with young people through a style of working that will enable them to learn and develop personal and social skills safely and in accordance with the principles and values of youth work.
- Working under supervision in a flexible way with young people to design, develop and deliver fun and informal/formal educational group work, activities, projects and events.
- Encouraging young people to have a voice and influence in the Generate Youth Service and the local community and take a lead on activities, events and projects.
- Assisting in promoting and publicising youth work facilities through outreach in schools, shopping centres and the local community.
- Assessing young people's needs and evaluating, with young people, the effectiveness of the programmes provided and for reporting these findings to the Youth manager.
- Taking part in off-site activities, trips and (optional) residentials with young people, following appropriate health and safety procedures.
- Participating in fundraising activities and encouraging and supporting young people to get actively involved in fundraising activities for specific projects/trips/events chosen by the young people.
- Identifying and responding to the needs of diverse young people with sensitivity to gender, race, disability, religion and sexual orientation so that they can fully participate in youth work activities.
- Challenging young people's behaviour and attitudes where necessary including oppressive behaviour towards others.
- Working as part of a team to deliver youth work and share good practice and attending staff meetings to plan programmes and activities.
- Maintaining up to date paperwork and records including membership and registration forms, attendance data, session plans and evaluation.
- Taking on the full duties of the post with minimal supervision.

Specific Additional Duties

One to one targeted work: Undertaking key work with a young person in need of support, home visiting and drawing them into positive activities, working with their family, school or other agencies to help them overcome difficulties.

- To work with individual young people requiring intensive support to work towards independent living.
- To manage a case load of young people and work creatively with them towards their personalised outcomes.
- Carry out work with full awareness of appropriate risk assessments, ensuring the safety of the client and the post holder at all times.
- Where appropriate and as directed, to carry out home visits to young people and/or escort young people on visits to colleges, training providers and employers.
- To work to support access to leisure, community and youth facilities.
- To maintain confidentiality and to behave in an ethical and professional manner.
- To actively promote equality and seek to prevent and overcome disadvantage and discrimination.

Work with young people with Mild to Moderate Learning disabilities: Planning and delivering activities through group work and one to one to ensure that young people with Mild to Moderate disabilities are able to participate fully in youth work.

General duties

- Understand your duties and responsibilities arising from the Children Act 2004 and Working Together to safeguard children policy in relation to child protection and safeguarding children and young people, also in relation to vulnerable adults. Raise any concerns with your line manager.
- Take responsibility for the evaluation, implementation and compliance with Health and Safety legislation, to ensure safe working practices for all staff, public and contractors in accordance with the Generate safety arrangements, policies and codes.
- Participate in staff development, undertaking recommended training and professional development.
- Carry out all duties in accordance with Generate's Equal Opportunities policy with respect to the staff and public, actively promoting equality and seeking to prevent and overcome disadvantage and discrimination.
- Ensuring generally that all Generate procedures are adhered to.

General Responsibilities

- To be an active member of the Generate staff team.
- To comply with all relevant Generate policies, procedures and guidelines, including but not limited to Equal Opportunities, Health & Safety, Children & Vulnerable Adults, and Confidentiality of Information.
- To represent Generate positively in a variety of situations and respond professionally to general enquiries.
- The post holder must be flexible in his/her hours to meet the needs of Generate.
- To travel to other Generate sites in South London as required.
- Keep records and report on outcomes of your work.
- Keep up to date with current issues and good practice in the field of learning disability.
- Engage with support offered by colleagues and undertake training as required.
- Undertake any other reasonable task relevant to the work of the organisation that may be requested by the management team.

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Person Specification	Essential	Desirable
Experience/Knowledge:		
Experience working with young people in a related post (paid or voluntary) sufficient to have developed a basic understanding of the needs of young people from different backgrounds.	✓	
Good knowledge about key aspects of young people's lives.		✓
Experience of engaging young people around their		✓

goals and aspirations and working with them to set out steps to support them in working towards these.		
Having a good understanding of disability and the needs of young people who are disabled, particularly with mild to moderate learning disabilities.	✓	
Basic knowledge of sources of information about education, training and employment and confident in using the internet to search information.		✓
Practical knowledge of youth work aims, methods and strategies, specifically in a 1-2-1 context.	✓	
Basic knowledge of child protection and safeguarding or wiliness to undergo sufficient training	✓	
Ability to maintain boundaries and to positively challenge discriminatory behaviour.	✓	
Resilience and able to deal with unexpected problems	✓	
Ability to work in and contribute to a team alongside other youth workers, facilitators and volunteers.	✓	
Understanding of the diverse community in Wandsworth, commitment to non-discriminatory youth work practice. And to promoting access to the Youth Service for all in line with Generates' equal opportunities policy.	✓	
Able to work flexibly, outside usual office hours in different locations, often on evenings and weekends.	✓	
To undertake training to support your role.	✓	
Skills		
Excellent verbal communication and interpersonal skills	✓	
Self-organisation skills and the ability to work on own initiative.	✓	
Good writing skills to record and evaluate youth work practice.	✓	
Computer literacy including use of MS Office excel, word, publisher and power-point.		✓
Qualifications:		

NVQ 2 qualification in Youth Work or equivalent		✓
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Generate is an equal opportunity employer

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