



## Role Job Description

### **Introducing Chance UK**

Chance UK is an award-winning early intervention children's charity founded in 1995. Our vision is for every child in the UK to feel happy about themselves, realise their potential, and be confident in their ability to build a brighter future.

The Charity provides a range of solutions focused support for children aged 5-13 and their parents and carers. We pride ourselves on developing evidence-based services, which put children at the heart of our work, and our services are designed to build social and emotional skills and resilience.

We are at the start of an ambitious 5-year strategy, which aims to help more children and families, expand the range of services we provide as well as challenging inequalities we see in the system and amplifying the voices of children and families we support.

We are looking for a team of dynamic and experienced **Youth Workers** who will be responsible for engaging and supporting a caseload of children on one of Chance UK's three mentoring programmes and delivering our group based services across London.

Please note that Chance UK is committed to safeguarding and promoting the welfare of children and young people and therefore our recruitment process for this post will include an enhanced DBS check.

<b>Post:</b> Youth Worker
<b>Reporting to:</b> Youth Worker Manager
<b>Direct reports:</b> Volunteers
<b>Salary:</b> £21,840
<b>Hours:</b> 37.5 hours per week (delivered flexibly to suit the service and service users). During term-time, these hours will be predominantly at weekends during the daytime and after school during the week, to fit alongside families' availability. During school holidays these hours could swap to accommodate some weekday daytimes.
<b>Location:</b> Across London including Islington, Westminster, Southwark and Lambeth
<b>Duration:</b> 12 months
<b>Start date:</b> As soon as possible

## **About the Role**

Chance UK has been delivering early-intervention services across London since 1995. Our longest running programme is our mentoring service where Mentors pick the child up from home and run a 1:1 session in the community, once a week for 2 hours. They use the solution-focused approach to work on building the child's self-esteem and confidence, set goals and explore new places.

In addition, we are growing a range of community based groups running after school as well as some workshops delivered in schools which will support children with developing social and emotional skills and resilience through activities or skills development.

The balance between 1:1 work and group delivery will change according to services commissioned so the post holder will need to be flexible accordingly.

## **Role Competencies**

1. To contribute to the planning, delivery and evaluation of outcomes- focused delivery within groups and 1:1. Understanding of the context and challenges facing vulnerable children and families.
2. Ability to deliver a high quality support to families, ensuring it is received entirely based on the families' needs, contributing to systems and procedures that are in place within the organization.
3. Actively participates in the development of an outcomes focused mentoring service and group work by planning, and evaluating a service within own caseload with a willingness to adapt to changes and challenges that may arise in the delivery of the Programmes.
4. Ability to work within the team to develop reflective practice, enabling high quality service and flexible service delivery to families.

## **Duties and responsibilities**

- Complete Chance UK's mentor induction and training (currently being delivered on Zoom)
- Set up and run arts-based activities, community/environmental projects, residential activities, outdoor education and sporting activities
- Assessment and set up of all cases and groups supported by management, including initial meetings with parent/carer and referrers
- Completing individual case summaries for newly enrolled children, assessing the needs of young people to correctly plan and deliver programmes in group settings ensuring they have a safe place to develop their identity and place in society
- Support young people in different settings, including outreach work and group work, mentor, coach and support individuals, encouraging greater social inclusion
- Conducting Risk Assessments for all cases

- Mentoring a caseload of children for an up to nine-month duration. Every effort will be made to allocate Youth Workers to children who live in a close area so that sessions can be completed as efficiently as possible
- Set targets for progression and regularly monitor and review the quality of the local youth work provision amending group work activities
- Meeting each child on a weekly basis, online or picking up/dropping off at home, building rapport, and planning appropriate activities according to their individual interests, abilities and goals
- Taking full responsibility for the child's safety and welfare when out in the community, on session or in groups
- Reporting and recording of all case related information on CUK database
- Raising and reporting safeguarding concerns internally and externally
- Liaising with professionals that work with the children and families you are supporting including social care or school
- Attending and contributing to all internal meetings including programme and organisational meetings
- Liaising directly with each parent/carer to ensure sessions happen every week
- Completing session reports for each session within 24 hours of it taking place
- Understanding and abiding by all of Chance UK's policies and procedures
- Following Chance UK's safeguarding procedures and acting on any concerns within an appropriate timeframe
- Attending a graduation ceremony at the end of the mentoring period, and abiding with Chance UK's no-contact policy with families after this date
- Working pro-actively to achieve the best outcomes for each child, and flagging up issues that arise
- Attending a monthly 1:1 supervision with line managers at Chance UK's office
- Delivering groups and universal workshops with children across CUK services
- Contributing to the organisations bank of stories and case studies that help share the impact of the work we do

### Person Specification

<b>Person specification and selection criteria</b> A= Application form, I = Interview, T= Task	<b>Essential Or Desirable</b>	<b>Method of Assessment</b>
<b>Experience</b>		
Strong understanding of the context and challenges facing vulnerable children and families	Essential	A,I
Experience supporting children in the 5-13 age range on a 1:1 basis, and within groups settings	Essential	A,I
Experience working in a trauma-informed way	Essential	A,I
Experience in delivering open access groups, targeted, 1:1 and street based Youth Work	Essential	A,I
Has a good knowledge of the importance of an outcomes-focused service and how this approach has a positive impact on service delivery, applying this to group based delivery	Essential	A,I, T
Knows how to use a range of communication skills in order to communicate at all levels, including reading a group based environment and managing behaviour within this	Essential	A,I, T
Has a basic knowledge of family functioning, parenting and child development to inform assessment	Essential	A,I

Has a good understanding of the effect of emotional intelligence on communication and team and group dynamics	Desirable	A,I
Knowledge and understanding of the importance of using relevant communication according to audience	Essential	A,I
Knowledge and understanding of legislation ensuring information about families is treated appropriately	Essential	A,I
An understanding of the different perspectives of young people, parents/carers and providers.	Essential	A,I
Experience of working with Children and Young people with multiple needs and diagnosis such as ADHD, Mental Health, Self Harm, CSE, ASD and how these impact the family, individual and self when delivering work.	Essential	A,I
Experience of Youth Work delivery, group start up including challenged behaviour and managing this behaviour within a large group	Essential	A,I
Applied understanding of equal opportunities and anti-discriminatory practice and their importance in working with young people.	Essential	A,I
Good knowledge of co-production in group and within the community	Desirable	I
Awareness of the issues that affect the lives of young people and potentially lead them to becoming vulnerable.	Essential	A,I
Knowledge of legislative and policy framework for the delivery of safeguarding services to vulnerable groups of young people.	Essential	A,I
<b>Educational / Vocational qualifications</b>		
Degree level qualification in any of the following professions: Social Work (HCPC registered), Youth and Community work, Probation or Education / or a relevant qualification such as Youth Justice, Psychology, Counselling, or Substance misuse	Desirable	A
GCSE or equivalent numeracy and literacy	Essential	A
Level 3 Safeguarding training successfully completed within the last 18 months. Evidence of this training (dated provider's certificate) should be provided at interview.	Desirable	A
<b>Skills</b>		
Understanding and experience in supporting children or young people ages 5-13 on a 1:1 and group based services	Essential	A,I
Ability to work in a child-centred manner; quickly building trust and rapport with a child	Essential	I
Ability to have motivational conversations about topics children find challenging in a non-judgemental and child-centred way	Essential	A,I
Willingness to take part in a range of activities depending on the child's interests and identified needs	Essential	A,I
Ability to work within a monthly budget for group and 1:1 activities	Essential	A,I
Excellent written and verbal communication skills	Essential	A,I, T
Excellent time-management and organisational skills	Essential	A,I
Able to uphold and comply with GDPR regulations and policies	Essential	A,I
A flexible team player who thrives on a diverse work portfolio.	Essential	A,I
Is solution focused and pre-empts problems by seeking guidance or taking action.	Essential	A,I, T
Pursues tasks/goals with energy, drive and a need for completion.	Essential	A,I
A self-motivated individual with the ability to work effectively under pressure and with minimal supervision.	Essential	A,I
Committed to diversity and implementing equal opportunities and anti-discriminatory practice.	Essential	A,I
Discretion in dealing with sensitive and confidential information.	Essential	A,I

Ability to provide a high quality of support in line with the needs required for the individual family or groups	Essential	A,I
Has a strong commitment to working in partnership approach to identify strengths and the needs of individual families	Essential	A,I
Works well with other service providers	Essential	A,I
Activity participants in all audit processes regarding record keeping and is supportive of these	Essential	A,I
Ability to undertake child and parent interviews and is aware when to seek additional support in assessment	Essential	A,I
Ability to maintain and uphold professional boundaries with families at all times and in accordance with CUK policies.	Essential	A,I
Ability to proactively engage young people.	Essential	A,I
Ability to work effectively on own initiative.	Essential	A,I
Ability to deliver effective youth work in a variety of approaches and settings in relation to participation and targeted prevention.	Essential	A,I
Ability to assess young people's needs and to work with the Youth Work Manager to develop interventions based on those needs.	Essential	A,I
Ability to work in partnership.	Essential	A,I
Ability to develop and maintain local networks and engage other agencies and groups in work with young people.	Essential	A,I

**The job description is a general outline of the job duties and responsibilities and may be amended as the project develops. The post holder may be required to undertake other duties as may reasonably be required from time to time.**

**The post holder will be joining the team at a time of significant evolution, so they should expect, and be able to adapt to significant change in responsibilities over the period of the role.**