## Role Profile

|  |  |  |  |
| --- | --- | --- | --- |
| **Job title** | Inclusion Youth Worker | **Salary:** | £7.83 – 9.00 per hour |
| **Reporting to:** | Inclusion Manager / Youth Work Lead | **Holidays:** | 33 days including bank holidays if full time |
| **Location:** | Wirral Youth Zone | **Hours:** | Various available (evenings, weekends and school holidays) |
| **Key Relationships:** | Youth Zone staff, young people, parents, and local partners | | |

**Job Purpose:**

Youth Work, alongside sport and art is at the heart of The Hives offer to young people. The Hive’s Youth Work team are key to supporting all young people to reach their full potential as well proving young people someone to talk and encouraging young people to engage, on their own terms, with the wider offer and programme at The Hive. Inclusion is at the core of everything we offer at The Hive and we strive to ensure that all young people with disabilities and additional needs can access our offer. Working as part of the youth work team, you will support young people with disabilities and additional needs to access the full programme, ensuring that all young people have a positive and engaging experience during their time at The Hive and that their support needs are met.

**Context of the post:**

Youth Zones are amazing places: accessible, vibrant, welcoming and fun and caring are just some of the words used by young people to describe their Youth Zone. Wirral Youth Zone, which is opening in spring 2017 will be no different. Youth Zones are for young people aged 8 to 19, and up to 25 for young people with additional needs. Wirral Youth Zone is part of the growing OnSide network alongside Bolton, Blackburn, Manchester, Oldham, Carlisle, Wigan and Wolverhampton.

Wirral Youth Zone is centrally located, dedicated to young people and makes a bold statement about the importance of giving young people high quality places to go in their leisure time and has big ambitions to be a flagship for quality youth provision. 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. The state-of-the-art £6 million building will provide young people with access to a range of activities, all offering young people 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 and recreation area, and dance, arts, music and media suites.

As a member of The Hive’s Youth Team you will be deployed across the Youth Zones is areas such as:

* The Rec Area where young people have space to chill out and meet friends. Equipped with pool tables, games consoles, informal arts area, and canteen, chill out space. In this area the Youth Work Team will be responsible for making sure all young people are welcomed into The Hive, delivering a menu for exciting games, competitions and challenges for young people as well as conversations started, informal education and issue base workshops
* Training Kitchen where young people can develop a range of life skills such as cooking, budgeting and healthy eating
* Health and Wellbeing Room (including Girls Project) is space for young people to go deeper into the issues which matter to them as well as access support, advice and guidance on a wide range of issues
* Outreach, engaging young people from across Wirral to access the Hive

We are looking for flexible and creative members of the Youth Work Team to ensure we have the best possible offer to young people.

**Values and Aspiration**

The young people’s chosen name “The HIVE” represents the aspirations and values that young people feel the Youth Zone should stand for. The Youth Zone will be a ‘hive’ of activity, adventure and fun for all young people where they can try new experiences and learn new skills. The Hive will be a place where young people can reach their full potential, grow their dreams and achieve their goals. They want it to be a safe and supportive community for young people to belong and be themselves.

We are looking for someone who is able to deliver on the young people’s aspirations and who

* Is a positive role model for young people who believes and recognises young people’s potential
* Has positive and “can do” attitude
* Takes responsibility for their own actions
* Is committed to a culture of continuous improvement and subscribes to a “tonight’s better than last night philosophy”
* Is willing to go the extra mile to ensure great provision for young people

**Duties and Responsibilities – Detailed**

* To work closely with young people with disabilities and additional needs who access the offer at The Hive, ensuring that support needs are met and that they experience a positive, engaging and fun experience during their time at The Hive.
* To liaise with young people and parents where appropriate, to gain a full understanding of young peoples support needs during their time at The Hive and ensure that a suitable plan is in place to support these needs.
* To act as a positive role model to young people with disabilities and additional needs, with a positive attitude to helping them achieve their full potential.
* To work directly with children and young people to plan, lead and deliver safe, fun and structured and informal sessions, activities and challenges within the Youth Zone which are progressive, fun, engaging and reflect the needs of young people, in particular and in line with the need of young people and your own experience to support in
  + The Rec Area
  + Training Kitchen
  + Health and Wellbeing Room, which include the Girls Project
  + Outreach
* To confidently manage and establish positive relationships with groups of children and young people with children and young people
* To complete all monitoring information required for impact measures, to encourage feedback from young people taking part in activities, and share this with the staff team regularly
* To work with young people from a range of backgrounds and with a range of needs.
* Effectively communicate at all levels, orally and in writing
* To work alongside other team members and provide guidance and support to young leaders and volunteers
* To undertake attend regular training and development sessions and events where required
* To contribute and support the youth zones youth work programme
* To encourage young people’s participation and engagement in the youth zone programme
* To support and welcome young people into the youth zone, in particular new members
* To promote cultural cohesion and inclusion and proactively challenge any prejudice and discrimination
* Carry out any other reasonable duties as requested by manager

**Special Requirements**

* This post is exempted under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be conditional upon the receipt of a satisfactory response to a check of police records via Disclosure and Barring Service (DBS)
* A willingness to work unsocial hours during evenings and weekends is required
* The ability and willingness to travel to events in the region and beyond
* Ability to identify and challenge discrimination and discriminatory behaviour, taking appropriate action as necessary

**Person Specification**

|  |  |  |
| --- | --- | --- |
| **Selection Criteria\***  A = Application Form I = Interview T = Test/Personality Profile | **Essential or Desirable** | **Method of Assessment** |
| **Experience** | | |
| Experience of leading and working with groups of young people aged 8-12 and/or aged 13-19 (up to 25 With Disabilities) | Essential | A & I |
| Experience of working with young people with disabilities and additional needs in a youth work setting or similar. | Essential | A&I |
| Experience of working with young people from diverse backgrounds and with challenging needs | Essential | A & I |
| Experience working in a Youth Centre or equivalent | Desirable | A & I |
| Experience of supporting events / displays and performances | Desirable | A & I |
| Experience of working with young people with additional needs and disabilities | Desirable | A & I |
| Experience of team working and alongside volunteers | Essential | A & I |
| **Qualifications** |  |  |
| Level 2 Youth Work Qualification | Desirable | A |
| Additional relevant qualifications or training (e.g. team games, safeguarding) | Desirable | A |
| **Skills** |  |  |
| Ability to deliver high quality work creatively with children and young people, including those who face social exclusion, disadvantage and disaffection and manage such a group | Essential | A & I |
| Ability to adapt activities to suit young people with a range of different disabilities and additional needs. | 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 members of the public  Able to work under own initiative | Essential | A & I |
| Able to deliver within an equal opportunities framework | Essential | A & I |
| Ability to engage and build positive relationships with young people including disengaged and disadvantaged young people | Essential | A & I |
| Ability to coach, encourage, motivate and provide reliable support to children and young people | Essential | A & I |
| **Knowledge** |  |  |
| Understand the principles of working with children and young people (including those with disabilities and additional needs), 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 support pathways for young people | Desirable | A & I |

**Wirral Youth Zone are committed to safeguarding and promoting the welfare of children, young people and vulnerable groups.**

**OnSide Youth Zones Values**

As a Youth Zone community our values provide us with cohesion as a group. We celebrate our differences; however these values help ensure our actions, behaviour and motivations as colleagues and volunteers reflect our shared vision.

1. **Serving Young People**

* Focus on serving young people
* Continuous improvement in the service we offer
* Building relationships

We are dedicated to the development of young people and shall always strive to provide them with an environment and activities that will best inspire and develop them; that can deliver the ‘wow’ factor and leave a lasting impression.

We shall work to high standards and go the extra mile to build strong, positive relationships with young people. We welcome all young people as they are, and support them to make good decisions, ensuring their changing needs remain at the heart of our services.

1. **Can-Do Approach**

* Getting results
* Motivating others
* Determination

We shall deliver exceptional results through our passion and energy, pushing the bar higher. We will encourage ourselves and others to take on new challenges, whilst offering support and seeking advice at times, with a real pride in what we do.

We must be resilient and determined to achieve our goals. We all understand that sometimes we will not get there but often we will achieve spectacular success.

**3. Teamwork**

* Openness
* Supporting others
* Valuing and respecting others

In our network every job and volunteer role is important. We value each person and his or her job as much as we value our own. We recognise the efforts of others, whether seen or unseen. We strive to be a team of high quality coaches; sharing our experience and best practice across the network and in turn benefiting from the experience of others.

We should encourage different views to our own, and support colleagues in their decisions irrespective of their outcome. We should be able to challenge colleagues openly, speaking up on controversial issues without fear. Therefore our relationships will develop with each other based on trust, respect and dignity.

**4. Doing it Right**

* Acting with integrity
* Constant personal improvement
* Developing others

We are passionate about doing it right and are happy to seek specialist help when needed. We will train and be trained.

We encourage learning and development and will achieve ever-increasing personal competence resulting in a culture of constant improvement and professionalism.

**5. Innovation Friendly**

* Innovative environment
* Individual creativity

We want to provide an environment that generates innovative ideas and solutions; we are trailblazers. We wish to encourage employees, volunteers and young people to experiment with process and service provision.

We want an environment where innovation and creativity can flourish. We want a network where there is the freedom for individuals to think differently.