



Job Title: Youth Worker (18 hrs Part-Time)

Reports to: Children and Young Person's Services Manager

Salary: Full Time equivalent £27,900- Actual salary £13,573

The opportunity

An exciting opportunity has arisen to join the Tokko Youth Hub Team, as a Youth Worker. This is a great opportunity to join The Tokko Youth Hub Team at a time when we are moving into a new stage in our organisational growth. We are excited to meet candidates who want to join us on this journey.

We think it is important that our charity reflects the lived experience of our beneficiaries, and we want to be an organisation where employees from any background can thrive. We particularly welcome applications from disabled, Black, Asian and Minority Ethnic, Lesbian, Gay, Bi, Trans including non-binary candidates, and candidates from low-income families.

Purpose of Post

- To creatively engage young people in a structured youth work programme
- To involve young people in the development and delivery of a youth work programme
- To access and develop localised youth work initiatives to meet the place-based needs of children and young people open to the Team
- To plan and deliver specific activities linked to the youth work curriculum, keeping accurate records of work completed
- To take lead on specific programmes of activities, such as sport and physical activities, healthy relationship education, creative arts and media etc
- To offer programmes linked with accreditation such as AQA Award Units, Duke of Edinburgh. Ensure the activities meet the awarding body's requirements
- To carry out risk assessments of activities, to ensure safe practice
- To participate in the evaluation process; ensuring programmes meets the young people's need and improves their skills, confidence and knowledge.

Engage and build positive, trusted relationships with children and young people, particularly those who are vulnerable and in targeted localities. Provide effective support on a one-to-one and group basis. Support children and young people with an experience of disadvantage to integrate and thrive.

Work closely with professionals from a range of support agencies, including acting as Lead Professional to plan and deliver intervention support for children and young people.

Develop and coordinate a child centred approach to delivery of intervention, keeping the child in focus when making decisions about their lives and working in partnership with them and their families. Empower children and young people to be involved in decision making about their lives and services that impact on them.

Key Areas of Responsibility

1. To work directly with young people. Engage directly with multi-agency partners, the community and young people to assess and address the needs which effect their personal and social development, and education and employment aspirations. This should include, although not exclusively:
 - To engage with young people to support their personal and social development through a process of informal education by assessing their needs, developing and delivering appropriate programme of activities.
 - To plan and implement a youth work programme in line with the youth work curriculum and embedding accreditation, active citizenship, participation, and other opportunities for young people.
 - To use a variety of creative and innovative approaches to engage and enable young people's access to youth work programme.
 - To identify and assess risks and vulnerabilities accurately and to develop measures to affectively address these needs.
 - To deliver effective evidence-based group and individual interventions/programme for young people who are at risk of anti-social behaviour/social exclusion and at risk of disengagement from education, training and employment.
 - To maintain clear, precise and appropriate records on client information systems, in accordance with local standards and maintain confidentiality and data protection guidelines.
 - Utilise effective planning, monitoring and evaluation techniques to assess the quality of the work being delivered, against quality assurance and local and national inspection frameworks.
 - Contribute to the development of team and project plans to ensure these reflect the needs of young people.
 - Establish good relationships with young people and ensure their engagement in the planning, organising, delivery and monitoring of the youth work programme.
2. Manage own time and deliver objectives and targets ensuring the development of professional evidence-based practice and updating personal knowledge of local and national initiatives. This will include developing a lead area of specialism for children and TOKKO.
3. To manage a small caseload of children and young people, maintain records and provide sustained support. This may include:
 - Working with other professionals.
 - Respond to and instigate assessments and referrals received into TOKKO and other agencies. Liaise with other support agencies as necessary.
 - referral to one-to-one interventions or group work
 - advocate on behalf of young people;
 - Utilise support from family, education and training providers, services and communities in meeting the needs of young people.

4. Support partners and intervention providers within TOKKO in the delivery of operational objectives, plans and targets. Contribute to plans and performance targets.
5. Ensure the health and safety of young people and staff, including the protection of children and young people, in line with Health and Safety Policy and Safeguarding Policy.
6. Ensure that policies, procedures and activities are implemented in a way that makes sure of equality for all in the way the service is delivered and also reflects the TOKKO's commitment to work in active partnership with the community to regenerate Luton and improve outcomes for children and young people.

CONTEXT:

Luton has one of the youngest populations in the country. Luton is currently experiencing one of the highest rates of child poverty outside of London. The issues for children involved in exploitation and violence is growing across all Service areas with evidence of increasing levels of multiple, complex health, SEND and social care needs among those who were coming into contact with statutory services for the first time.

The post holder is expected to work with multiple agencies and consistently advocate for, and facilitate the voice of young people. A flexible and innovative approach is therefore an essential requirement of the post holder, together with a willingness to respond constructively to change and challenge.

Because of the nature of this job, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders 1974 (Exemptions) (Amendments) Order 1986. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up; any failure to disclose such convictions will result in dismissal or disciplinary action by the Authority.

Physical Effort:

Regular evening work and weekend work.

Working Environment:

There is an expectation to be creative and flexible in all contacts with young people.

You may be required to support work in the wider community or service areas, subject to service need.

The role involves working unsociable hours including evenings and weekends.

Working in the community is a requirement of the work.

The public engagement element of this role means coming in to contact with people, some of whom may at times, be challenging.

Person Specification: Youth Worker

This acts as selection criteria and gives an outline of the types of people and the characteristics required to do the job.

Essential (E) :- without which candidate would be rejected

Desirable (D):- useful for choosing between two good candidates.

Please make sure, when completing your application form, you give clear examples of how you meet the essential and desirable criteria.

Attributes	Essential	How Measured	Desirable	How Measured
Experience	In depth experience of working in a statutory and/ or voluntary youth work setting with children and young people aged 11 - 19 within a diverse/ multi-cultural urban environment.	1,2	Demonstrable experience of working with safeguarding systems for referral, identification of need.	1,2,5
	In depth experience of supporting young people in one to one and group work settings who are disaffected, underachieving and or have social/emotional barriers to learning	1,2		

Skills/Abilities	<p>In depth ability to engage and build sustainable and positive relationships with vulnerable and disengaged children and young people and their families.</p> <p>Demonstrable ability to analyse, interpret and identify development needs of young people and ability to devise a plan of action to meet these needs using evidence based practice</p> <p>Demonstrable ability to evidence a creative and reflective approach to the design and delivery of learning activities both in groups and one to one situations</p> <p>Demonstrable ability to work on own initiative and as part of a team in a multi-agency setting.</p> <p>Demonstrable ability to build and sustain relationships with key staff whilst effecting influence through professional challenge</p> <p>Demonstrable ability to communicate at a high level orally and in writing with good organisational and administrative skills.</p> <p>Demonstrable ability to reflect on own practice and with an active approach to own professional development</p> <p>Demonstrable ability to use ICT appropriately as a means of communication, research, document production and filing, presentation and record keeping.</p>	<p>2,5</p> <p>1,2,3</p> <p>1,2,3</p> <p>1,2</p> <p>1.2</p> <p>1,2,3</p> <p>1,2</p> <p>1,2</p>	<p>Demonstrable ability to mentor and/or supervise staff ensuring the development of best practice and adherence to policy and procedure</p>	<p>1,2</p>
Equality Issues	<p>Demonstrable understanding and commitment to Equal Opportunities with particular reference to children and young people in a multi-ethnic urban environment.</p>	<p>1,2</p>		

Specialist Knowledge	<p>Demonstrable knowledge of Health & Safety including Safeguarding and Child Protection and how it relates to young people, children and staff within the work area.</p> <p>Demonstrable knowledge of the core principles of youth work</p> <p>Understanding of youth and family related evidence based practice, relevant legislation, and policy; around one or more of the following areas;</p> <ul style="list-style-type: none"> • Anti-social behaviour / youth offending; • Child Sexual Exploitation • Teenage conceptions and poor sexual health; • Substance misuse; • Domestic Abuse; • Radicalisation or Extremism: • Bullying: • Gang involvement/association • Mental ill health • Neglect • Toxic trio • Missing or running away 	<p>1,2,3</p> <p>1,2</p> <p>1,2,3</p>		
Education and Training	Recognised professional youth work qualification or relevant degree qualification, competencies, and experience	1,2,4	Evidence of continuing professional development Level 3 JNC	1,2,4
Other Requirements	<p>Able to work up to 3 evenings per week.</p> <p>Able to travel and work at a variety of locations within the borough</p> <p>Able to work outdoors and move independently whilst remaining accessible to young people on local streets</p>	<p>1,2</p> <p>1,2</p> <p>1,2</p>	Able to work occasional weekends	

(1 = Application Form 2 = Interview 3 = Test 4 = Proof of Qualification 5 = Practical Exercise)

We will consider any reasonable adjustments under the terms of the Equalities Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

Safeguarding

Tokko Youth Hub is committed to proactively safeguarding children, young people, beneficiaries, and staff and to taking reasonable steps to protect all those who come into contact with the Charity from harm. The safety and welfare of everyone affected by the Charity's activities, especially children and young people, is a key governance priority. As part of our recruitment and selection process and commitment to safeguarding, we will undertake a Disclosure and Barring Service (DBS) check of all individuals in this role. Any offer of employment will be subject to a satisfactory disclosure report.